

**Township of Lawrence
County of Mercer**

Ordinance No. 2416-22

**AN ORDINANCE AMENDING ORDINANCE NO. - 2413-21
SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE - UNCLASSIFIED AND/OR EXEMPT, SEASONAL,
EMERGENCY (NON-UNION) EMPLOYEES FOR 2020-2021**

BE IT ORDAINED by the Township Council of the Township of Lawrence, County of Mercer, State of New Jersey, as follows:

Section I. Short Title

This ordinance shall be known and may be recited as "The Salary Ordinance of the Township of Lawrence - Unclassified and/or Exempt, Seasonal, Emergency (non-union) Employees for 2020-2021."

Section II. Salaried Employees

The attached list of salaried positions and job titles, Schedule A and Schedule B, are hereby authorized and assigned the appropriate salary ranges for 2020-2021 and are determined by date of hire as an employee of Lawrence Township.

This ordinance will continue the Township's consistent policy of providing comparable fringe benefits to exempt employees during their active service as that provided to Supervisors, CWA Local 1032, through their collective bargaining agreement. The Township will still maintain the flexibility of granting retiree benefits to exempt employees hired after January 1, 2011. Accordingly, employees covered by this ordinance that are eligible for health and/or prescription benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. All employees hired on or after January 1, 2014 shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement.

Section III. Part-Time or Seasonal Employees

The following part-time or seasonal positions and job titles are hereby authorized and assigned the following pay maximums commencing January 1, 2020 and January 1, 2021:

Position of Job Title	Basis	2020	2021
Armed Court Attendant	Hourly	\$26.05	\$26.57
Emergency Medical Technician	Hourly	\$23.05	\$23.51
Firefighter	Hourly	\$18.89	\$19.27
Laborer (Seasonal)	Hourly	\$12.75	\$13.01
Life Guard	Hourly	Federal Minimum Wage up to \$16.19	Federal Minimum Wage up to \$16.51
Recreation Aid	Hourly	Federal Minimum Wage up to \$36.45	Federal Minimum Wage up to \$37.18

Position of Job Title	Basis	2020	2021
Recycling Coordinator	Per Annum	\$8,576	\$8,748
[Fire Crew Coordinator]	[Per Annum]	[\$4,415]	[\$4,503]
School Traffic Guard	Hourly	\$18.11	\$18.47
Secretary/Board & Committee	Per Annum*	\$1,800.00	\$1,800.00
Tax Search Officer	Per Annum	\$12,024	\$12,264
Zoning Officer	Per Annum	\$5,594	\$5,706
Affordable Housing Liaison	Per Annum	5,000	\$6,000
Affordable Housing Resale Representative	Per Showing	\$100	\$100
Fire Department Liaison	Hourly	\$25.00	\$25.00
Deputy Registrar/Vital Statistics	Per Annum	\$2,500	\$2,500
Municipal Court Attendee	Hourly	\$23.37	\$23.84
SLED Class III	Hourly	\$28.50	\$29.07
Park Attendant	Hourly	\$15.56	\$15.87
Security Guard	Hourly		\$25.00
Emergency Response Specialist	Hourly		Federal Minimum Wage up to \$50.00 per hour
All Others	Hourly	Federal Minimum Wage up to Step 1 in Applicable Job Title	Federal Minimum Wage up to Step 1 in Applicable Job Title

* Denotes title paid monthly. All other titles bi-weekly.

Section IV. Eligibility

The ranges in Section II of this ordinance shall pertain to individuals employed by the Township of Lawrence on or after the effective date of this ordinance.

Section V. Longevity

- A. Each employee hired before January 1, 2013 and covered by this agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013 with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31, 2013. Longevity shall be pensionable and included as part of the employee's regular pay. Any employee hired on or after January 1, 2014 shall not be eligible to receive longevity pay at any time in the future.

Length of Service

Beginning in year 8 through year 11	\$ 800
Beginning the 12 th year through year 15	\$1,100
Beginning the 16 th year through year 19	\$1,400
Beginning the 20 th year through year 23	\$1,700
Beginning the 24 th year through year 27	\$2,000
Beginning the 28 th year and beyond	\$2,300

Section VI. Other Personnel and Working Conditions

All other functions, responsibilities and rights not specifically enumerated in prior sections of this ordinance shall be judged to be within the province of management, subject only to the laws, rules and regulations of the New Jersey Department of Personnel, the provisions contained in applicable agreements (if any) or policy manuals, and by the issuance of Administrative Directives by the Municipal Manager.

Section VII. Repealer

All other ordinances or parts of ordinances adopted prior to the date of this ordinance that are inconsistent with the provisions of this ordinance, are hereby repealed insofar as they relate to or concern the job classifications, salaries and benefits listed in this ordinance.

Section VIII. Severability

If any section, paragraph, sentence, clause, or phrase of this ordinance shall be declared invalid for any reason, the remaining portions of said ordinance shall not be affected thereby and shall remain in full force and effect.

Section IX. Effective Date

- A. This ordinance shall take effect immediately after final adoption as provided by law.
- B. All salary or compensation provided for and by this ordinance shall be effective the first day of January.

Adopted: March 1, 2022

Additions are underlined _____

Deletions are []

RECORD OF VOTE

COUNCIL	AYE	NAY	PRESENT	ABSENT	ABSTAIN	MOVE	SECOND
Mr. Bobbitt	X						
Mr. Kownacki				X			
Ms. Lewis	X					X	
Mr. Powers	X						X
Mayor Ryan	X						

NON-UNION GRADE, TITLE AND WAGE LIST
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2020 1.02	2021 1.02
GRADE 1			
Mayor		14,769	15,064
GRADE 2			
Councilperson		11,451	11,680
GRADE 3			
Public Defender	1	32,734	33,389
	2	34,176	34,859
	3	35,616	36,329
	4	36,920	37,658
	5	38,500	39,270
	6	39,941	40,739
	7	41,380	42,208
	8	42,819	43,676
	9	44,259	45,144
	10	45,699	46,613
	11	54,823	55,920
GRADE 4			
Municipal Judge	1	67,928	69,287
	2	70,245	71,650
	3	72,565	74,016
	4	74,880	76,377
	5	77,198	78,742
	6	79,518	81,108
	7	81,834	83,471
	8	84,151	85,834
	9	86,469	88,199
	10	88,788	90,564
	11	104,915	107,013
GRADE 5			
	1	91,893	93,731
	2	93,563	95,434
	3	95,232	97,136
	4	96,898	98,836
	5	98,566	100,537
	6	100,236	102,241
	7	101,901	103,939
	8	103,560	105,631
	9	105,215	107,319
	10	106,894	109,032
	11	108,571	110,743
GRADE 6			
Municipal Manager/Qualified Purchasing Agent	1	158,117	161,279
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	11	210,714	215,981

NON-UNION GRADE, TITLE AND WAGE LIST
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2020 1.02	2021 1.02
GRADE 7	1		
	2		
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GRADE 8	1	126,326	128,852
Municipal Engineer	2	128,182	130,745
	3	130,037	132,637
	4	132,443	135,092
	5	134,849	137,546
	6	136,705	139,439
	7	138,563	141,334
	8	140,390	143,198
	9	142,216	145,060
	10	144,043	146,924
	11	145,868	148,785
GRADE 9	1	109,333	111,520
Superintendent of Recreation	2	112,117	114,360
Health Officer	3	114,899	117,197
Municipal Clerk	4	117,743	120,098
	5	120,585	122,997
	6	123,427	125,896
	7	126,268	128,793
	8	129,110	131,692
	9	131,952	134,591
	10	134,967	137,666
	11	137,982	140,742
GRADE 10	1	96,092	98,014
Director Redevelopment	2	98,235	100,199
<u>Municipal Emergency Management Coordinator</u>	3	100,379	102,387
	4	102,523	104,573
	5	104,668	106,761
	6	106,813	108,949
	7	108,958	111,137
	8	111,102	113,325
	9	113,247	115,512
	10	115,392	117,700
	11	117,536	119,886
GRADE 11	1	91,243	93,068
Tax Collector	2	93,356	95,223
	3	95,470	97,379
	4	97,581	99,533
	5	99,689	101,683
	6	101,219	103,244
	7	102,751	104,806
	8	105,441	107,549
	9	108,129	110,291
	10	110,240	112,445
	11	112,354	114,601

NON-UNION GRADE, TITLE AND WAGE LISTS
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2020 1.02	2021 1.02
GRADE 12	1	78,129	79,692
Assistant Municipal Engineer	2	86,141	87,863
Assistant Director of Public Works	3	94,151	96,034
Principal Planner	4	95,888	97,805
	5	97,628	99,581
	6	99,363	101,351
	7	101,097	103,119
	8	102,835	104,892
	9	104,576	106,667
	10	106,312	108,438
	11	108,049	110,210
GRADE 13	1	75,944	77,463
Executive Secretary	2	77,454	79,003
Fire Official	3	78,968	80,547
Senior Planner	4	80,477	82,087
Management Specialist	5	81,991	83,631
Payroll Supervisor	6	83,505	85,175
Principal Technician Management Information Systems	7	85,017	86,718
Clerk 1/Community Relations Aide	8	86,530	88,260
Supervisor of Accounts	9	88,041	89,802
	10	89,555	91,346
	11	91,069	92,590
GRADE 14	1	69,189	70,573
Assistant Comptroller	2	71,007	72,427
Confidential Secretary	3	72,824	74,281
Secretary to Municipal Manager	4	74,689	76,183
	5	76,555	78,086
	6	78,372	79,940
	7	80,191	81,795
	8	82,009	83,649
	9	83,829	85,506
	10	85,600	87,312
	11	87,371	89,119
GRADE 15	1	68,867	70,245
Assistant Planner	2	70,194	71,598
	3	71,524	72,954
	4	72,853	74,310
	5	74,182	75,665
	6	75,511	77,021
	7	76,838	78,375
	8	78,169	79,732
	9	79,496	81,086
	10	80,824	82,440
	11	82,151	83,794
GRADE 16	1	62,262	63,508
Executive Director, Office on Aging	2	64,000	65,280
	3	65,741	67,056
	4	67,564	68,915
	5	69,384	70,772
	6	70,905	72,323
	7	72,424	73,873
	8	74,046	75,423
	9	75,665	76,973
	10	77,284	78,523
	11	78,905	80,073

NON-UNION GRADE, TITLE AND WAGE L.S. 116
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2020 1.02	2021 1.02
GRADE 17	1	58,126	59,289
Fire Prevention Specialist	2	59,556	60,748
<u>Municipal Prosecutor</u>	3	60,986	62,206
	4	62,416	63,665
	5	63,846	65,123
	6	65,273	66,579
	7	66,701	68,035
	8	68,129	69,492
	9	69,554	70,945
	10	70,975	72,395
	11	72,395	73,843
GRADE 18	1	90,677	92,490
Tax Assessor	2	93,725	95,599
Comptroller	3	96,772	98,707
Municipal Court Administrator	4	99,820	101,816
Assistant Municipal Treasurer	5	102,868	104,925
	6	105,916	108,035
	7	108,963	111,142
	8	112,011	114,252
	9	115,058	117,359
	10	118,105	120,467
	11	123,155	125,618
GRADE 19	1	62,264	63,509
Deputy Tax Assessor	2	64,571	65,862
[Municipal Emergency Management Coordinator]	3	66,877	68,214
Deputy Municipal Clerk	4	69,182	70,566
Chief Emergency Medical Technician	5	71,488	72,918
	6	73,794	75,270
	7	76,098	77,620
	8	78,405	79,973
	9	80,711	82,325
	10	83,018	84,679
	11	85,323	87,029
GRADE 21	1	43,465	44,334
[Municipal Prosecutor]	2	45,026	45,926
	3	46,589	47,521
	4	48,153	49,116
	5	49,715	50,709
	6	51,277	52,302
	7	52,840	53,897
	8	54,404	55,492
	9	55,963	57,083
	10	57,527	58,677
	11	68,754	70,129
GRADE 22	1		
	2		
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	11	173,100	176,562

NON-UNION GRADE, TITLE AND WAGE LISTING
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2020 1.02	2021 1.02
GRADE 23			
Chief Financial Officer	1	134,863	137,560
	2	136,992	139,732
	3	139,122	141,905
	4	141,252	144,077
	5	143,382	146,249
	6	145,510	148,420
	7	147,640	150,593
	8	149,770	152,765
	9	151,898	154,936
	10	154,028	157,108
	11	156,158	159,281
GRADE 24			
Secretary	1	43,299	44,165
Records Support Technician 2	2	44,341	45,228
	3	45,384	46,291
	4	46,424	47,353
	5	47,467	48,416
	6	48,509	49,479
	7	49,551	50,542
	8	50,593	51,605
	9	51,634	52,667
	10	52,676	53,730
	11	53,718	54,793
Grade 25			
Assessor Trainee	1	55,054	56,155
	2	56,766	57,901
	3	58,470	59,640
	4	60,178	61,382
	5	61,888	63,125
	6	63,598	64,870
	7	65,305	66,611
	8	67,012	68,352
	9	68,720	70,094
	10	70,925	72,344
	11	73,124	74,587
Grade 26			
Clerk Driver	1		
	2		
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	10		
	11	26,745	27,280
Grade 27			
Director of Public Works	1	134,862	137,559
	2	136,992	139,732
	3	139,122	141,904
	4	141,252	144,077
	5	143,382	146,249
	6	145,510	148,421
	7	147,640	150,593
	8	149,769	152,764
	9	161,463	164,692
	10	163,054	166,315
	11	164,115	167,397

NON-UNION GRADE, TITLE AND WAGE LIST
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2014

SCHEDULE B

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
GRADE 1			
Mayor		14,769	15,064
GRADE 2			
Councilperson		11,451	11,680
GRADE 3			
Public Defender	1	29,677	30,271
	2	30,985	31,604
	3	32,291	32,936
	4	33,472	34,142
	5	34,905	35,603
	6	36,211	36,935
	7	37,516	38,266
	8	38,821	39,597
	9	40,126	40,929
	10	41,432	42,261
	11	54,823	55,920
GRADE 4			
Municipal Judge	1	61,586	62,817
	2	63,686	64,960
	3	65,789	67,105
	4	67,888	69,246
	5	69,990	71,389
	6	83,312	84,978
	7	86,270	87,995
	8	89,228	91,012
	9	92,186	94,029
	10	95,144	97,046
	11	104,915	107,013
GRADE 5			
	1	83,313	84,979
	2	84,826	86,523
	3	86,339	88,066
	4	87,850	89,607
	5	89,362	91,150
	6	90,877	92,694
	7	92,386	94,234
	8	93,890	95,768
	9	95,391	97,298
	10	96,913	98,851
	11	108,571	110,743
GRADE 6			
Municipal Manager/Qualified Purchasing Agent	1	149,436	152,425
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	11	210,714	215,981

NON-UNION GRADE, TITLE AND WAGE LISTS
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2014

SCHEDULE B

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
GRADE 7	1		
	2		
	3		
	4		
	5		
	6		
GRADE 8	1	114,530	116,821
	2	116,213	118,537
Director of Public Works	3	117,894	120,252
Municipal Engineer	4	120,076	122,477
	5	122,257	124,702
	6	123,940	126,419
	7	125,624	128,137
	8	127,281	129,827
	9	128,936	131,515
	10	130,593	133,205
	11	145,868	148,785
GRADE 9	1	99,124	101,106
Superintendent of Recreation	2	101,648	103,681
Health Officer	3	104,170	106,253
Municipal Clerk	4	106,749	108,884
	5	109,326	111,512
	6	111,902	114,140
	7	114,478	116,767
	8	117,054	119,395
	9	119,631	122,023
	10	122,365	124,812
	11	137,982	140,742
GRADE 10	1	87,120	88,862
Director of Redevelopment	2	89,062	90,843
	3	91,006	92,827
	4	92,950	94,809
	5	94,894	96,792
	6	96,839	98,776
	7	98,784	100,759
	8	100,728	102,743
	9	102,673	104,726
	10	104,617	106,710
	11	117,536	119,886
GRADE 11	1	82,723	84,378
Tax Collector	2	84,639	86,332
	3	86,555	88,286
	4	88,470	90,239
	5	90,381	92,188
	6	91,768	93,603
	7	93,157	95,020
	8	95,595	97,507
	9	98,032	99,993
	10	99,947	101,946
	11	112,354	114,601

NON-UNION GRADE, TITLE AND WAGE LIL 3
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2014

SCHEDULE B

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
GRADE 12	1	70,834	72,250
Assistant Municipal Engineer	2	78,097	79,659
Assistant Director of Public Works	3	85,360	87,067
Principal Planner	4	86,934	88,673
	5	88,512	90,282
	6	90,085	91,887
	7	91,657	93,490
	8	93,233	95,097
	9	94,811	96,707
	10	96,385	98,313
	11	108,049	110,210
GRADE 13	1	68,853	70,230
Executive Secretary	2	70,222	71,626
Fire Official	3	71,594	73,026
Senior Planner	4	72,963	74,422
Management Specialist	5	74,335	75,822
Payroll Supervisor	6	75,708	77,222
Principal Technician Management Information Systems	7	77,079	78,620
Clerk 1/Community Relations Aide	8	78,450	80,019
	9	79,820	81,416
	10	81,192	82,816
	11	95,179	97,083
GRADE 14	1	62,729	63,983
Assistant Comptroller	2	64,377	65,664
Confidential Secretary	3	66,024	67,345
Secretary to Municipal Manager	4	67,715	69,069
	5	69,406	70,794
	6	71,054	72,475
	7	72,703	74,158
	8	74,351	75,838
	9	76,002	77,522
	10	77,607	79,160
	11	87,371	89,119
GRADE 15	1	62,437	63,686
Assistant Planner	2	63,640	64,913
Supervisor of Accounts	3	64,845	66,142
Head Clinic Nurse	4	66,051	67,372
	5	67,255	68,600
	6	68,460	69,829
	7	69,663	71,056
	8	70,870	72,287
	9	72,073	73,514
	10	73,277	74,742
	11	87,905	89,663
GRADE 16	1	56,449	57,577
Executive Director, Office on Aging	2	58,024	59,185
Principal Payroll Clerk	3	59,602	60,794
	4	61,255	62,480
	5	62,906	64,164
	6	64,284	65,570
	7	65,662	66,975
	8	67,676	69,030
	9	69,688	71,082
	10	71,262	72,688
	11	80,338	81,945

GRADE AND JOB TITLE	STEP	2020 1.02	2021 1.02
GRADE 17	1	52,699	53,753
Fire Prevention Specialist	2	53,995	55,075
Clerk 1/Community Service Aide	3	55,292	56,398
<u>Municipal Prosecutor</u>	4	56,588	57,720
	5	57,885	59,042
	6	59,178	60,362
	7	60,472	61,682
	8	61,768	63,003
	9	63,059	64,320
	10	64,348	65,635
	11	72,395	73,843
GRADE 18	1	82,210	83,854
Tax Assessor	2	84,973	86,673
Comptroller	3	87,736	89,490
Municipal Court Administrator	4	90,499	92,309
Assistant Municipal Treasurer	5	93,263	95,128
	6	96,026	97,947
	7	98,789	100,764
	8	101,552	103,583
	9	104,315	106,401
	10	107,077	109,218
	11	123,155	125,618
GRADE 19	1	56,450	57,579
Deputy Tax Assessor	2	58,541	59,712
Municipal Emergency Management	3	60,632	61,845
Coordinator	4	62,722	63,977
Deputy Municipal Clerk	5	64,813	66,109
Chief Emergency Medical Technician	6	66,903	68,241
	7	68,993	70,372
	8	71,084	72,506
	9	73,175	74,638
	10	75,266	76,772
	11	85,323	87,029
GRADE 21	1	39,406	40,194
[Municipal Prosecutor]	2	40,822	41,638
	3	42,239	43,084
	4	43,656	44,529
	5	45,073	45,974
	6	46,489	47,419
	7	47,906	48,864
	8	49,324	50,310
	9	50,738	51,753
	10	52,155	53,198
	11	68,754	70,129
GRADE 22	1		
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	9		
	10		
	11	173,100	176,562

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
GRADE 23			
Chief Financial Officer	1	122,270	124,715
Director of Public Works	2	124,201	126,685
	3	126,132	128,654
	4	128,063	130,624
	5	129,993	132,593
	6	131,923	134,562
	7	133,854	136,531
	8	135,785	138,501
	9	137,715	140,469
	10	139,645	142,438
	11	156,158	159,281
GRADE 24			
Secretary	1	39,256	40,041
Records Support Technician 2	2	40,201	41,005
	3	41,146	41,969
	4	42,090	42,931
	5	43,034	43,895
	6	43,979	44,859
	7	44,924	45,823 02/08/2021
	8	45,869	46,786
	9	46,813	47,749
	10	47,758	48,713
	11	53,718	54,793
Grade 25			
Assessor Trainee	1	49,913	50,912
Computer Operator Trainee	2	51,465	52,495
Code Enforcement Officer Trainee	3	53,011	54,071
	4	54,559	55,650
	5	56,109	57,231
	6	57,660	58,813
	7	59,207	60,391
	8	60,754	61,970
	9	62,303	63,549
	10	64,302	65,588
	11	73,124	74,587
Grade 26			
Clerk Driver	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
	11	26,745	27,280