

Ordinance No. 2433-22

**AN ORDINANCE AMENDING ORDINANCE NO. - 2429-22
SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE - UNCLASSIFIED AND/OR EXEMPT, SEASONAL,
EMERGENCY (NON-UNION) EMPLOYEES FOR 2022-2023**

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 2022-2023."

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 2022-2023 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, 2022 and January 1, 2023:

Position of Job Title	Basis	2022	2023
Armed Court Attendant	Hourly	\$27.14	\$27.75
Emergency Medical Technician	Hourly	\$24.02	\$24.56
Firefighter	Hourly	\$19.68	\$20.13
Laborer (Seasonal)	Hourly	\$13.29	14.00
Life Guard	Hourly	Federal Minimum Wage up to \$16.86	Federal Minimum Wage up to \$17.24
Recreation Aid	Hourly	Federal Minimum Wage up to \$37.98	Federal Minimum Wage up to \$38.83

Position of Job Title	Basis	2022	2023
Recycling Coordinator	Per Annum	\$8,936	\$9,137
School Traffic Guard	Hourly	\$18.87	\$19.29
Secretary/Board & Committee	Per Annum*	\$1,800.00	\$1,800.00
Tax Search Officer	Per Annum	\$12,528	\$12,810
Zoning Officer	Per Annum	\$5,828	\$5,959
Assistant Director of Public Works-On Call	Per Annum	\$6,000	\$6,000
Affordable Housing Liaison	Per Annum	\$6,129	\$6,267
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	\$24.35	\$24.90
SLEO Class III	Hourly	\$29.70	\$30.36
Park Attendant	Hourly	\$16.21	\$16.58
Security Guard	Hourly	\$25.00	\$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: November 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 LISTING
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2022 1.0215	2023 1.0225
GRADE 1			
Mayor		15,388	15,735
GRADE 2			
Councilperson		11,931	12,200
GRADE 3			
Public Defender	1	34,106	34,874
	2	35,609	36,410
	3	37,110	37,945
	4	38,468	39,333
	5	40,114	41,017
	6	41,615	42,552
	7	43,115	44,085
	8	44,615	45,619
	9	46,114	47,152
	10	47,615	48,687
	11	57,122	58,407
GRADE 4			
Municipal Judge	1	70,777	72,369
	2	73,191	74,838
	3	75,608	77,309
	4	78,019	79,775
	5	80,435	82,245
	6	82,852	84,716
	7	85,265	87,184
	8	87,679	89,652
	9	90,095	92,122
	10	92,511	94,592
	11	109,314	111,773
GRADE 5			
	1	95,746	97,901
	2	97,486	99,679
	3	99,225	101,457
	4	100,961	103,233
	5	102,699	105,009
	6	104,439	106,789
	7	106,174	108,563
	8	107,902	110,330
	9	109,627	112,093
	10	111,376	113,882
	11	113,124	115,669
GRADE 6			
Municipal Manager/Qualified Purchasing Agent	1	164,747	168,453
	2		
	3		
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	10		
	11	220,625	225,589

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

SCHEDULE A

GRADE AND JOB TITLE	STEP	2022 1.0215	2023 1.0225
GRADE 7	1		
	2		
	3		
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	6		
GRADE 8	1	131,623	134,584
Municipal Engineer	2	133,557	136,562
	3	135,489	138,538
	4	137,996	141,101
	5	140,503	143,664
	6	142,437	145,642
	7	144,372	147,621
	8	146,276	149,568
	9	148,179	151,513
	10	150,083	153,460
	11	151,984	155,403
GRADE 9	1	113,917	116,480
Superintendent of Recreation	2	116,818	119,447
Health Officer	3	119,716	122,410
Municipal Clerk	4	122,680	125,441
	5	125,642	128,468
	6	128,603	131,496
	7	131,562	134,523
	8	134,524	137,550
	9	137,485	140,578
	10	140,626	143,790
	11	143,768	147,003
GRADE 10	1	100,122	102,374
Director Redevelopment	2	102,354	104,656
Municipal Emergency Management Coordinator	3	104,588	106,942
	4	106,822	109,225
	5	109,057	111,510
	6	111,291	113,795
	7	113,526	116,081
	8	115,761	118,366
	9	117,996	120,651
	10	120,231	122,936
	11	122,464	125,219
GRADE 11	1	95,069	97,208
Tax Collector	2	97,271	99,459
	3	99,473	101,711
	4	101,673	103,961
	5	103,869	106,206
	6	105,464	107,837
	7	107,060	109,468
	8	109,862	112,334
	9	112,662	115,197
	10	114,863	117,447
	11	117,065	119,699

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

SCHEDULE A

GRADE AND JOB TITLE	STEP	2022 1.0215	2023 1.0225
GRADE 12	1	81,405	83,237
Assistant Municipal Engineer	2	89,753	91,772
Assistant Director of Public Works	3	98,099	100,306
Principal Planner	4	99,908	102,156
	5	101,722	104,010
	6	103,530	105,859
	7	105,336	107,706
	8	107,147	109,558
	9	108,961	111,412
	10	110,770	113,262
	11	112,579	115,112
GRADE 13	1	79,129	80,909
Executive Secretary	2	80,701	82,517
Fire Official	3	82,279	84,130
Senior Planner	4	83,852	85,738
Management Specialist	5	85,429	87,351
Payroll Supervisor	6	87,006	88,964
Principal Technician Management Information Systems	7	88,582	90,575
Clerk 1/Community Relations Aide	8	90,158	92,187
Supervisor of Accounts	9	91,732	93,796
	10	93,310	95,409
	11	99,170	101,401
GRADE 14	1	72,090	73,712
Assistant Comptroller	2	73,984	75,649
Confidential Secretary	3	75,878	77,585
Secretary to Municipal Manager	4	77,821	79,572
	5	79,765	81,559
	6	81,658	83,496
	7	83,554	85,434
	8	85,448	87,370
	9	87,344	89,310
	10	89,190	91,196
	11	91,035	93,083
GRADE 15	1	71,755	73,370
Assistant Planner	2	73,137	74,783
	3	74,523	76,200
	4	75,908	77,616
	5	77,292	79,031
	6	78,677	80,448
	7	80,060	81,861
	8	81,446	83,279
	9	82,829	84,693
	10	84,213	86,108
	11	91,591	93,652
GRADE 16	1	64,873	66,333
Executive Director, Office on Aging	2	66,684	68,184
	3	68,497	70,039
	4	70,397	71,981
	5	72,294	73,920
	6	73,878	75,540
	7	75,461	77,159
	8	77,776	79,526
	9	80,088	81,890
	10	81,898	83,740
	11	83,707	85,590

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

SCHEDULE A

GRADE AND JOB TITLE	STEP	2022 1.0215	2023 1.0225
GRADE 17	1	60,564	61,926
Fire Prevention Specialist	2	62,054	63,450
Municipal Prosecutor	3	63,543	64,973
	4	65,033	66,497
	5	66,523	68,020
	6	68,010	69,541
	7	69,497	71,061
	8	70,986	72,583
	9	72,470	74,100
	10	73,951	75,615
	11	75,431	77,128
GRADE 18	1	94,479	96,604
Tax Assessor	2	97,655	99,852
Comptroller	3	100,829	103,098
Municipal Court Administrator	4	104,005	106,345
Assistant Municipal Treasurer	5	107,181	109,593
	6	110,357	112,840
	7	113,532	116,086
	8	116,708	119,334
	9	119,883	122,580
	10	123,057	125,826
	11	128,319	131,206
GRADE 19	1	64,874	66,334
Deputy Tax Assessor	2	67,278	68,792
Deputy Municipal Clerk	3	69,681	71,248
Chief Emergency Medical Technician	4	72,083	73,705
	5	74,486	76,161
	6	76,888	78,618
	7	79,289	81,073
	8	81,693	83,531
	9	84,095	85,987
	10	86,499	88,445
	11	88,900	90,900
GRADE 21	1	45,287	46,306
<u>Assistant Municipal Clerk</u>	2	46,914	47,969
	3	48,543	49,635
	4	50,172	51,300
	5	51,799	52,965
	6	53,427	54,629
	7	55,056	56,295
	8	56,685	57,960
	9	58,310	59,622
	10	59,939	61,288
	11	71,637	73,248
GRADE 22	1		
	2		
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	5		
	6		
	7		
	8		
	9		
	10		
	11	180,358	184,416

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

SCHEDULE A

GRADE AND JOB TITLE	STEP	2022 1.0215	2023 1.0225
GRADE 23			
Chief Financial Officer	1	140,517	143,679
	2	142,736	145,948
	3	144,956	148,217
	4	147,175	150,486
	5	149,394	152,755
	6	151,611	155,023
	7	153,830	157,292
	8	156,049	159,561
	9	158,267	161,828
	10	160,486	164,097
	11	162,705	166,366
GRADE 24			
Secretary	1	45,115	46,130
Records Support Technician 2	2	46,201	47,240
	3	47,287	48,351
	4	48,371	49,459
	5	49,457	50,570
	6	50,543	51,680
	7	51,629	52,790
	8	52,715	53,901
	9	53,799	55,010
	10	54,885	56,120
	11	55,971	57,230
Grade 25			
	1	57,363	58,653
Assessor Trainee	2	59,146	60,477
<u>Account Clerk/Cashier</u>	3	60,922	62,293
	4	62,702	64,112
	5	64,482	65,933
	6	66,265	67,756
	7	68,043	69,574
	8	69,821	71,392
	9	71,601	73,212
	10	73,899	75,562
	11	76,190	77,905
Grade 26			
Clerk Driver	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
	11	27,867	28,494
Grade 27			
Director of Public Works	1	140,517	143,679
	2	142,736	145,948
	3	144,955	148,217
	4	147,174	150,486
	5	149,394	152,755
	6	151,612	155,023
	7	153,831	157,292
	8	156,049	159,560
	9	168,233	172,019
	10	169,891	173,714
	11	170,996	174,844

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

SCHEDULE B

GRADE AND JOB TITLE	STEP	2022	2023
		1.0215	1.0225
GRADE 1		15,388	15,735
Mayor			
GRADE 2		11,931	12,200
Councilperson			
GRADE 3			
Public Defender	1	30,922	31,617
	2	32,284	33,010
	3	33,645	34,402
	4	34,876	35,660
	5	36,369	37,187
	6	37,729	38,578
	7	39,089	39,969
	8	40,449	41,359
	9	41,809	42,749
	10	43,169	44,141
	11	57,122	58,407
GRADE 4			
Municipal Judge	1	64,168	65,612
	2	66,357	67,850
	3	68,548	70,090
	4	70,734	72,326
	5	72,924	74,565
	6	86,805	88,758
	7	89,887	91,909
	8	92,969	95,061
	9	96,051	98,212
	10	99,133	101,363
	11	109,314	111,773
GRADE 5			
	1	86,806	88,759
	2	88,383	90,371
	3	89,960	91,984
	4	91,534	93,593
	5	93,109	95,204
	6	94,687	96,818
	7	96,260	98,426
	8	97,827	100,028
	9	99,390	101,627
	10	100,976	103,248
	11	113,124	115,669
GRADE 6			
Municipal Manager/Qualified Purchasing Agent	1	155,702	159,205
	2		
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	10		
	11	220,625	225,589

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

SCHEDULE B

GRADE AND JOB TITLE	STEP	2022 1.0215	2023 1.0225
GRADE 7	1	15,000	15,000
<u>Municipal Prosecutor Part Time Traffic Session</u>	2		
	3		
	4		
	5		
	6	30,000	30,000
GRADE 8	1	119,332	122,017
	2	121,086	123,810
Director of Public Works	3	122,838	125,602
Municipal Engineer	4	125,111	127,926
	5	127,384	130,250
	6	129,137	132,043
	7	130,892	133,837
	8	132,618	135,602
	9	134,343	137,365
	10	136,069	139,130
	11	151,984	155,403
GRADE 9	1	103,280	105,604
Superintendent of Recreation	2	105,910	108,293
Health Officer	3	108,538	110,980
Municipal Clerk	4	111,225	113,728
	5	113,910	116,473
	6	116,594	119,218
	7	119,278	121,961
	8	121,962	124,707
	9	124,647	127,452
	10	127,495	130,364
	11	143,768	147,003
GRADE 10	1	90,773	92,815
Director of Redevelopment	2	92,796	94,884
	3	94,822	96,956
	4	96,847	99,026
	5	98,873	101,098
	6	100,900	103,170
	7	102,926	105,241
	8	104,952	107,313
	9	106,978	109,385
	10	109,004	111,457
	11	122,464	125,219
GRADE 11	1	86,192	88,131
Tax Collector	2	88,188	90,172
	3	90,184	92,213
	4	92,179	94,253
	5	94,170	96,289
	6	95,616	97,767
	7	97,063	99,247
	8	99,603	101,844
	9	102,142	104,441
	10	104,137	106,481
	11	117,065	119,699

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

SCHEDULE B

GRADE AND JOB TITLE	STEP	2022	2023
		1.0215	1.0225
GRADE 12	1	73,804	75,464
Assistant Municipal Engineer	2	81,372	83,203
Assistant Director of Public Works	3	88,939	90,940
Principal Planner	4	90,579	92,617
	5	92,223	94,298
	6	93,863	95,974
	7	95,500	97,649
	8	97,142	99,328
	9	98,786	101,009
	10	100,427	102,686
	11	112,579	115,112
GRADE 13	1	71,740	73,354
Executive Secretary	2	73,166	74,812
Fire Official	3	74,596	76,274
Senior Planner	4	76,022	77,733
Management Specialist	5	77,452	79,195
Payroll Supervisor	6	78,882	80,657
Principal Technician Management Information Systems	7	80,311	82,118
Clerk 1/Community Relations Aide	8	81,739	83,579
	9	83,167	85,038
	10	84,597	86,500
	11	99,170	101,401
GRADE 14	1	65,359	66,829
Assistant Comptroller	2	67,076	68,585
Confidential Secretary	3	68,793	70,341
Secretary to Municipal Manager	4	70,554	72,142
	5	72,317	73,944
	6	74,034	75,699
	7	75,752	77,456
	8	77,469	79,212
	9	79,189	80,970
	10	80,861	82,681
	11	91,035	93,083
GRADE 15	1	65,055	66,519
Assistant Planner	2	66,308	67,800
Supervisor of Accounts	3	67,564	69,084
Head Clinic Nurse	4	68,820	70,369
	5	70,075	71,651
	6	71,331	72,936
	7	72,584	74,217
	8	73,841	75,503
	9	75,095	76,784
	10	76,349	78,067
	11	91,591	93,652
GRADE 16	1	58,815	60,139
Executive Director, Office on Aging	2	60,457	61,817
Principal Payroll Clerk	3	62,101	63,499
Payroll Clerk	4	63,824	65,260
	5	65,543	67,018
	6	66,980	68,487
	7	68,415	69,954
	8	70,514	72,100
	9	72,610	74,244
	10	74,250	75,921
	11	83,707	85,590

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

SCHEDULE B

GRADE AND JOB TITLE	<u>STEP</u>	<u>2022</u> 1.0215	<u>2023</u> 1.0225
GRADE 17	1	54,909	56,144
Fire Prevention Specialist	2	56,259	57,525
Clerk 1/Community Service Aide	3	57,610	58,906
Municipal Prosecutor	4	58,961	60,287
	5	60,312	61,669
	6	61,660	63,047
	7	63,008	64,426
	8	64,357	65,805
	9	65,703	67,181
	10	67,046	68,555
	11	75,431	77,128
GRADE 18	1	85,657	87,584
Tax Assessor	2	88,536	90,528
Comptroller	3	91,414	93,471
Municipal Court Administrator	4	94,294	96,415
Assistant Municipal Treasurer	5	97,173	99,360
	6	100,053	102,304
	7	102,931	105,247
	8	105,810	108,191
	9	108,688	111,134
	10	111,567	114,077
	11	128,319	131,206
GRADE 19	1	58,817	60,140
Deputy Tax Assessor	2	60,996	62,369
Municipal Emergency Management	3	63,174	64,596
Coordinator	4	65,352	66,823
Deputy Municipal Clerk	5	67,530	69,050
Chief Emergency Medical Technician	6	69,709	71,277
	7	71,885	73,503
	8	74,065	75,731
	9	76,243	77,958
	10	78,422	80,187
	11	88,900	90,900
GRADE 21	1	41,059	41,982
<u>Assistant Municipal Clerk</u>	2	42,533	43,490
	3	44,010	45,000
	4	45,487	46,510
	5	46,963	48,019
	6	48,438	49,528
	7	49,915	51,038
	8	51,392	52,548
	9	52,865	54,055
	10	54,342	55,565
	11	71,637	73,248
GRADE 22	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
	11	180,358	184,416

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

SCHEDULE B

GRADE AND JOB TITLE	STEP	2022 1.0215	2023 1.0225
GRADE 23			
Chief Financial Officer	1	127,397	130,263
	2	129,408	132,320
	3	131,420	134,377
	4	133,432	136,434
	5	135,444	138,492
	6	137,455	140,547
	7	139,466	142,604
	8	141,478	144,662
	9	143,489	146,717
	10	145,501	148,774
	11	162,705	166,366
GRADE 24			
Secretary	1	40,902	41,822
Records Support Technician 2	2	41,887	42,829
	3	42,871	43,836
	4	43,854	44,841
	5	44,839	45,848
	6	45,823	46,854
	7 01/01/2022	46,808	47,861
	8 02/01/2022	47,792	48,868
	9	48,776	49,873
	10	49,760	50,880
	11	55,971	57,230
Grade 25			
Assessor Trainee	1	52,006	53,176
Computer Operator Trainee	2	53,623	54,830
Code Enforcement Officer Trainee	3	55,233	56,476
Account Clerk/Cashier	4	56,847	58,126
	5	58,461	59,777
	6	60,077	61,429
	7	61,690	63,078
	8	63,302	64,726
	9	64,915	66,376
	10	66,999	68,506
	11	76,190	77,905
Grade 26			
Clerk Driver	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
	11	27,867	28,494