

Township of Lawrence
County of Mercer

Ordinance No. 2341-19

**AN ORDINANCE AMENDING ORDINANCE NO. - 2331-19
SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE - UNCLASSIFIED AND/OR EXEMPT, SEASONAL,
EMERGENCY (NON-UNION) EMPLOYEES FOR 2018-2019**

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 2018-2019."

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 2018-2019 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, 2018 and January 1, 2019:

Position of Job Title	Basis	2018	2019
Armed Court Attendant	Hourly	\$25.04	\$25.54
Emergency Medical Technician	Hourly	\$22.16	\$22.60
Firefighter	Hourly	\$18.16	\$18.52
Laborer (Seasonal)	Hourly	\$11.39	\$12.50
Life Guard	Hourly	Federal Minimum Wage up to \$15.56	Federal Minimum Wage up to \$15.87
Recreation Aid	Hourly	Federal Minimum Wage up to \$36.45	Federal Minimum Wage up to \$37.18

Position of Job Title	Basis	2018	2019
Recycling Coordinator	Per Annum	\$8,243	\$8,408
Municipal Alliance Grant Coordinator	Per Annum	\$2,500	\$2,500
Fire Crew Coordinator	Per Annum	\$4,243	\$4,328
School Traffic Guard	Hourly	\$17.40	\$17.75
Secretary/Board & Committee	Per Annum*	\$1,800.00	\$1,800.00
Tax Search Officer	Per Annum	\$11,557	\$11,788
Zoning Officer	Per Annum	\$5,376	\$5,484
Affordable Housing Liaison	Per Annum	-	\$5,000
Affordable Housing Resale Representative	Per Showing		\$100
Fire Department Liaison	Hourly		\$25.00
Deputy Registrar Vital Statistics	Per Annum	\$2,500	\$2,500
Municipal Court Attendee	Hourly	\$22.46	\$22.91
SLEO Class III	Hourly	\$26.00	\$26.52
Park Attendant	Hourly	\$15.56	\$15.87
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.

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\$ 15.00

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 20 days after publication.
- B. All salary or compensation provided for and by this ordinance shall be effective the first day of January.

Adopted: September 17, 2019

Additions are underlined _____

RECORD OF VOTE

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

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 7			
Chief of Police	1		
	2		
	3		
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	6		
GRADE 8			
Municipal Engineer	1	121,420	123,849
	2	123,204	125,668
	3	124,987	127,487
	4	127,300	129,846
	5	129,613	132,205
	6	131,397	134,025
	7	133,182	135,846
	8	134,938	137,637
	9	136,693	139,427
	10	138,450	141,219
	11	140,203	143,007
GRADE 9			
Superintendent of Recreation	1	105,087	107,189
Health Officer	2	107,764	109,919
Municipal Clerk	3	110,437	112,646
	4	113,171	115,435
	5	115,903	118,221
	6	118,635	121,007
	7	121,365	123,792
	8	124,096	126,578
	9	126,828	129,365
	10	129,726	132,321
	11	132,624	135,277
GRADE 10			
Director Redevelopment	1	92,361	94,208
Fire Sub-Code Official	2	94,420	96,308
	3	96,482	98,411
	4	98,542	100,513
	5	100,603	102,616
	6	102,665	104,718
	7	104,727	106,821
	8	106,788	108,924
	9	108,850	111,027
	10	110,911	113,130
	11	112,972	115,231
GRADE 11			
Tax Collector	1	87,700	89,454
	2	89,731	91,526
	3	91,762	93,598
	4	93,792	95,668
	5	95,818	97,735
	6	97,289	99,235
	7	98,761	100,736
	8	101,346	103,373
	9	103,930	106,008
	10	105,960	108,079
	11	107,991	110,151

2017 NON-UNION GRADE, TITLE AND WAG SCHEDULE A
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 1			
Mayor		14,196	14,479
GRADE 2			
Councilperson		11,007	11,227
GRADE 3			
Public Defender	1	31,463	32,092
	2	32,849	33,506
	3	34,233	34,918
	4	35,486	36,198
	5	37,005	37,745
	6	38,380	39,157
	7	39,773	40,569
	8	41,157	41,980
	9	42,540	43,391
	10	43,925	44,803
	11	52,694	53,748
GRADE 4			
Municipal Judge	1	65,291	66,598
	2	67,518	68,868
	3	69,747	71,142
	4	71,972	73,411
	5	74,200	75,684
	6	76,430	77,958
	7	78,656	80,230
	8	80,883	82,501
	9	83,112	84,774
	10	85,340	87,047
	11	100,841	102,858
GRADE 5			
	1	88,325	90,092
	2	89,929	91,728
	3	91,534	93,364
	4	93,135	94,998
	5	94,738	96,633
	6	96,344	98,271
	7	97,945	99,903
	8	99,538	101,529
	9	101,129	103,152
	10	102,743	104,798
	11	104,355	106,442
GRADE 6			
Municipal Manager/Qualified Purchasing Agent	1	151,977	155,016
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	11	188,075	197,592

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 17			
Fire Prevention Specialist	1	55,869	56,987
	2	57,244	58,389
	3	58,618	59,791
	4	59,993	61,192
	5	61,367	62,594
	6	62,739	63,993
	7	64,110	65,393
	8	65,484	66,793
	9	66,853	68,190
	10	68,219	69,584
	11	69,584	70,976
GRADE 18			
Tax Assessor	1	87,155	88,899
Comptroller	2	90,085	91,887
Municipal Court Administrator	3	93,014	94,874
Assistant Municipal Treasurer	4	95,944	97,863
	5	98,874	100,851
	6	101,803	103,839
	7	104,732	106,827
	8	107,662	109,815
	9	110,590	112,802
	10	113,519	115,789
	11	118,373	120,740
GRADE 19			
Deputy Tax Assessor	1	59,846	61,043
Municipal Emergency Management Coordinator	2	62,063	63,305
Deputy Municipal Clerk	3	64,280	65,565
Chief Emergency Medical Technician	4	66,496	67,826
	5	68,712	70,086
	6	70,928	72,347
	7	73,143	74,606
	8	75,361	76,868
	9	77,577	79,128
	10	79,794	81,390
	11	82,009	83,650
GRADE 21			
Municipal Prosecutor	1	41,777	42,613
	2	43,277	44,143
	3	44,780	45,676
	4	46,283	47,208
	5	47,784	48,740
	6	49,286	50,271
	7	50,788	51,804
	8	52,291	53,337
	9	53,790	54,866
	10	55,293	56,399
	11	56,804	57,906
GRADE 22			
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	11	166,378	169,705

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GRADE AND JOB TITLE	STEP	2018	2019
GRADE 12			
	1	75,095	76,597
Assistant Municipal Engineer	2	82,796	84,452
Assistant Director of Public Works	3	90,495	92,305
Principal Planner	4	92,164	94,007
	5	93,837	95,714
	6	95,505	97,415
	7	97,171	99,115
	8	98,842	100,819
	9	100,515	102,525
	10	102,184	104,228
	11	103,853	105,930
GRADE 13			
	1	72,995	74,455
Executive Secretary	2	74,446	75,935
Fire Official	3	75,901	77,419
Senior Planner	4	77,352	78,899
Management Specialist	5	78,807	80,383
Payroll Supervisor	6	80,262	81,868
Principal Technician Management Information Systems	7	81,716	83,350
Clerk 1/Community Relations Aide	8	83,170	84,833
	9	84,622	86,315
	10	86,077	87,799
	11	89,032	93,313
GRADE 14			
	1	66,502	67,833
Assistant Comptroller	2	68,250	69,615
Confidential Secretary	3	69,997	71,397
Secretary to Municipal Manager	4	71,789	73,224
	5	73,582	75,054
	6	75,329	76,838
	7	77,077	78,619
	8	78,824	80,401
	9	80,574	82,186
	10	82,276	83,922
	11	83,978	85,658
GRADE 15			
	1	66,193	67,517
Assistant Planner	2	67,469	68,818
Supervisor of Accounts	3	68,746	70,121
	4	70,024	71,425
	5	71,301	72,727
	6	72,579	74,030
	7	73,854	75,331
	8	75,133	76,636
	9	76,409	77,937
	10	77,685	79,239
	11	82,041	86,181
GRADE 16			
	1	59,845	61,041
Executive Director, Office on Aging	2	61,515	62,745
	3	63,188	64,452
	4	64,940	66,239
	5	66,690	68,024
	6	68,152	69,515
	7	69,612	71,004
	8	71,748	73,183
	9	73,881	75,358
	10	75,550	77,061
	11	77,219	78,763

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 23			
Chief Financial Officer	1	129,626	132,218
	2	131,673	134,306
	3	133,720	136,394
	4	135,767	138,482
	5	137,814	140,570
	6	139,860	142,657
	7	141,907	144,745
	8	143,954	146,833
	9	146,000	148,920
	10	148,047	151,008
	11	150,094	153,096
GRADE 24			
Secretary	1	41,618	42,450
	2	42,620	43,472
	3	43,621	44,494
	4	44,622	45,514
	5	45,623	46,536
	6	46,625	47,558
	7	47,627	48,579
	8	48,629	49,601
	9	49,629	50,622
	10	50,631	51,643
	11	51,633	52,665
Grade 25			
Assessor Trainee	1	52,916	53,875
	2	54,562	55,653
	3	56,200	57,324
	4	57,841	58,998
	5	59,484	60,674
	6	61,128	62,351
	7	62,769	64,024
	8	64,410	65,698
	9	66,051	67,372
	10	68,171	69,534
	11	70,285	71,690
Grade 26			
Clerk Driver	1		
	2		
	3		
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	7		
	8		
	9		
	10		
	11	25,707	26,221
Grade 27			
Director of Public Works	1	129,625	132,218
	2	131,673	134,306
	3	133,720	136,394
	4	135,767	138,482
	5	137,814	140,570
	6	139,860	142,657
	7	141,907	144,745
	8	143,953	146,832
	9	155,193	158,297
	10	156,723	159,857
	11	157,742	160,897

10/1/18 Thomas

1/1/19 Thomas

6/1/19 Thomas

2017 NON-UNION GRADE, TITLE AND WAG 'ING
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2016

SCHEDULE B

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 1 Mayor		14,196	14,479
GRADE 2 Councilperson		11,007	11,227
GRADE 3 Public Defender	1	29,095	29,095
	2	30,377	30,377
	3	31,657	31,657
	4	32,816	32,816
	5	34,221	34,221
	6	35,501	35,501
	7	36,780	36,780
	8	38,060	38,060
	9	39,339	39,339
	10	40,620	40,620
	11	52,694	53,748
GRADE 4 Municipal Judge	1	60,378	60,378
	2	62,438	62,438
	3	64,499	64,499
	4	66,557	66,557
	5	68,617	68,617
	6	81,678	81,678
	7	84,578	84,578
	8	87,478	87,478
	9	90,378	90,378
	10	93,278	93,278
	11	100,841	102,858
GRADE 5	1	81,679	81,679
	2	83,163	83,163
	3	84,646	84,646
	4	86,128	86,128
	5	87,610	87,610
	6	89,095	89,095
	7	90,575	90,575
	8	92,049	92,049
	9	93,520	93,520
	10	95,012	95,012
	11	104,355	106,442
GRADE 6 Municipal Manager/Qualified Purchasing Agent	1	146,506	146,506
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	10		
	11	188,075	197,592

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 7			
Chief of Police	1		
	2		
	3		
	4		
	5		
	6		
GRADE 8			
	1	112,284	112,284
	2	113,934	113,934
Director of Public Works	3	115,583	115,583
Municipal Engineer	4	117,721	117,721
	5	119,860	119,860
	6	121,510	121,510
	7	123,161	123,161
	8	124,785	124,785
	9	126,408	126,408
	10	128,032	128,032
	11	140,203	143,007
GRADE 9			
Superintendent of Recreation	1	97,180	97,180
Health Officer	2	99,655	99,655
Municipal Clerk	3	102,127	102,127
	4	104,656	104,656
	5	107,182	107,182
	6	109,708	109,708
	7	112,233	112,233
	8	114,759	114,759
	9	117,285	117,285
	10	119,965	119,965
	11	132,624	135,277
GRADE 10			
Director of Redevelopment	1	85,412	85,412
Fire Sub-Code Official	2	87,316	87,316
	3	89,222	89,222
	4	91,127	91,127
	5	93,034	93,034
	6	94,940	94,940
	7	96,847	96,847
	8	98,753	98,753
	9	100,660	100,660
	10	102,566	102,566
	11	112,972	115,231
GRADE 11			
Tax Collector	1	81,101	81,101
	2	82,980	82,980
	3	84,858	84,858
	4	86,735	86,735
	5	88,609	88,609
	6	89,969	89,969
	7	91,330	91,330
	8	93,721	93,721
	9	96,110	96,110
	10	97,987	97,987
	11	107,991	110,151

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 12			
	1	69,445	69,445
Assistant Municipal Engineer	2	76,566	76,566
Assistant Director of Public Works	3	83,686	83,686
Principal Planner	4	85,229	85,229
	5	86,777	86,777
	6	88,319	88,319
	7	89,860	89,860
	8	91,405	91,405
	9	92,952	92,952
	10	94,495	94,495
	11	103,853	105,930
GRADE 13			
	1	67,503	67,503
Executive Secretary	2	68,845	68,845
Fire Official	3	70,190	70,190
Senior Planner	4	71,532	71,532
Management Specialist	5	72,878	72,878
Payroll Supervisor	6	74,223	74,223
Principal Technician Management Information Systems	7	75,567	75,567
Clerk 1/Community Relations Aide	8	76,912	76,912
	9	78,255	78,255
	10	79,600	79,600
	11	89,032	93,313
GRADE 14			
	1	61,499	61,499
Assistant Comptroller	2	63,114	63,114
Confidential Secretary	3	64,730	64,730
Secretary to Municipal Manager	4	66,387	66,387
	5	68,045	68,045
	6	69,661	69,661
	7	71,278	71,278
	8	72,894	72,894
	9	74,512	74,512
	10	76,086	76,086
	11	83,978	85,658
GRADE 15			
	1	61,213	61,213
Assistant Planner	2	62,392	62,392
Supervisor of Accounts	3	63,574	63,574
	4	64,756	64,756
	5	65,936	65,936
	6	67,118	67,118
	7	68,297	68,297
	8	69,480	69,480
	9	70,660	70,660
	10	71,840	71,840
	11	82,041	86,181
GRADE 16			
	1	55,342	55,342
Executive Director, Office on Aging	2	56,886	56,886
Principal Payroll Clerk	3	58,434	58,434
	4	60,054	60,054
	5	61,672	61,672
	6	63,024	63,024
	7	64,374	64,374
	8	66,349	66,349
	9	68,322	68,322
	10	69,865	69,865
	11	77,219	78,763

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 17			
Fire Prevention Specialist	1	51,666	51,666
	2	52,937	52,937
	3	54,208	54,208
	4	55,479	55,479
	5	56,750	56,750
	6	58,018	58,018
	7	59,287	59,287
	8	60,556	60,556
	9	61,822	61,822
	10	63,086	63,086
	11	69,584	70,976
GRADE 18			
Tax Assessor	1	80,598	80,598
Comptroller	2	83,307	83,307
Municipal Court Administrator	3	86,015	86,015
Assistant Municipal Treasurer	4	88,725	88,725
	5	91,434	91,434
	6	94,143	94,143
	7	96,852	96,852
	8	99,561	99,561
	9	102,269	102,269
	10	104,977	104,977
	11	118,373	120,740
GRADE 19			
Deputy Tax Assessor	1	55,343	55,343
Municipal Emergency Management Coordinator	2	57,394	57,394
Deputy Municipal Clerk	3	59,443	59,443
Chief Emergency Medical Technician	4	61,493	61,493
	5	63,542	63,542
	6	65,591	65,591
	7	67,640	67,640
	8	69,690	69,690
	9	71,740	71,740
	10	73,791	73,791
	11	82,009	83,650
GRADE 21			
Municipal Prosecutor	1	38,634	38,634
	2	40,021	40,021
	3	41,411	41,411
	4	42,800	42,800
	5	44,189	44,189
	6	45,577	45,577
	7	46,967	46,967
	8	48,357	48,357
	9	49,743	49,743
	10	51,133	51,133
	11	66,084	67,406
GRADE 22			
	1		
	2		
	3		
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	11	166,378	169,705

2017 NON-UNION GRADE, TITLE AND W. LISTING
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2016

SCHEDULE B

GRADE AND JOB TITLE	STEP	2018	2019
GRADE 23			
Chief Financial Officer	1	119,872	119,872
Director of Public Works	2	121,765	121,765
	3	123,658	123,658
	4	125,551	125,551
	5	127,445	127,445
	6	129,336	129,336
	7	131,229	131,229
	8	133,122	133,122
	9	135,014	135,014
	10	136,907	136,907
	11	150,094	153,096
GRADE 24			
Secretary	1	38,486	38,486
	2	39,413	39,413
	3	40,339	40,339
	4	41,264	41,264
	5	42,191	42,191
	6	43,117	43,117
	7	44,043	44,043
	8	44,970	44,970
	9	45,895	45,895
	10	46,821	46,821
	11	51,633	52,665
Grade 25			
Assessor Trainee	1	48,935	48,935
	2	50,456	50,456
	3	51,971	51,971
	4	53,489	53,489
	5	55,009	55,009
	6	56,529	56,529
	7	58,046	58,046
	8	59,563	59,563
	9	61,081	61,081
	10	63,042	63,042
	11	70,285	71,690
Grade 26			
Clerk Driver	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
	11	25,707	