

ORDINANCE 2021-18

*Borough of Metuchen
County of Middlesex
State of New Jersey*

**ORDINANCE TO SET THE MINIMUM AND MAXIMUM WAGE RANGES FOR CERTAIN
BOROUGH EMPLOYEES, AMENDING ORDINANCE 2020-17**

BE IT ORDAINED, by the Mayor and Council of the Borough of Metuchen that Ordinance 2020-17 be repealed and replaced with this ordinance to set the salary authorizations for the calendar year 2021, effective January 1, 2021.

A. The following official employment designations are hereby confirmed and the range of compensation of each officer and employee of the Borough of Metuchen shall be:

POSITION	MINIMUM	MAXIMUM	PER
Mayor	\$ 2,000.00	\$ 3,000.00	year
Councilmember	\$ 1,200.00	\$ 2,000.00	year
Borough Administrator	\$ 73,000.00	\$ 155,000.00	year
Director of Special Projects	\$ 70,000.00	\$ 90,000.00	year
Borough Clerk	\$ 50,000.00	\$ 80,000.00	year
Chief Financial Officer/ Tax Collector/QPA	\$ 75,000.00	\$ 160,000.00	year
Tax Assessor	\$ 50,000.00	\$ 84,000.00	year
Public Works Director	\$ 70,000.00	\$ 160,000.00	year
Public Works Supervisor	\$ 50,000.00	\$ 95,000.00	year
Chief of Police	\$ 130,000.00	\$ 200,000.00	year
Police Captain	\$ 130,000.00	\$ 180,000.00	year
Police Lieutenant	\$ 130,000.00	\$ 165,000.00	year
Court Administrator	\$ 50,000.00	\$ 75,000.00	year
Recreation Director	\$ 50,000.00	\$ 85,000.00	year
Senior Citizen Director	\$ 45,000.00	\$ 85,000.00	year
Administrative Secretary	\$ 35,000.00	\$ 52,000.00	year
Zoning Officer	\$ 40,000.00	\$ 70,000.00	year
Administrative Officer	\$ 35,000.00	\$ 70,000.00	year
Secretary	\$ 30,000.00	\$ 50,000.00	year
Deputy Court Administrator	\$ 30,000.00	\$ 50,000.00	year
Head Telecommunications Operator	\$ 35,000.00	\$ 65,000.00	year
Telecommunications Operator	\$ 30,000.00	\$ 50,000.00	year
Accounting/Tax Clerk	\$ 30,000.00	\$ 55,000.00	year
QPA	\$ 6,000.00	\$ 15,000.00	year
Senior Accounting Specialist -Finance and Benefits	\$ 45,000.00	\$ 75,000.00	year

Senior Accounting Specialist -Finance/Payroll	\$ 45,000.00	\$ 75,000.00	year
Accounting Specialist-Finance/ Municipal Alliance Coordinator/Registrar	\$ 45,000.00	\$ 75,000.00	year
Multi-media & Communication Director	\$50,000.00	\$ 75,000.00	year

POSITION	MINIMUM	MAXIMUM	PER
Bus Drivers	\$ 20.00	\$ 30.00	hour
Part-Time Clerk and Secretaries	\$ 15.00	\$ 30.00	hour
Janitors, Firehouse	\$ 15.00	\$ 30.00	hour
Fire Official (Fire Prevention)	\$ 6,000.00	\$ 25,000.00	year
Fire Inspectors (Fire Prevention)	\$ 5,000.00	\$ 20,000.00	year
Office of Emergency Management Director	\$ 6,000.00	\$ 15,000.00	year
Registrar	\$ 5,000.00	\$ 17,000.00	year
Deputy Registrar	\$ 3,000.00	\$ 11,000.00	year
School Crossing Guards	\$ 15.00	\$ 30.00	hour
Municipal Alliance Coordinator C-3 Sanitary Sewer Collection System Operator	\$ 6,000.00	\$ 10,000.00	year
Per Diem Dispatcher	\$ 15.00	\$ 20.00	hour
Public Works Summer Help	\$ 15.00	\$ 20.00	hour
Parking Enforcement Officer	\$ 15.00	\$ 20.00	hour

CONSTRUCTION INSPECTORS/OFFICIALS

POSITION	MINIMUM	MAXIMUM	PER
Construction Official	\$ 40.00	\$ 65.00	hour
Plumbing Subcode Official	\$ 25.00	\$ 45.00	hour
Plumbing Inspector	\$ 45.00	\$ 65.00	hour
Electrical Subcode Official	\$ 25.00	\$ 45.00	hour
Electrical Inspector	\$ 45.00	\$ 65.00	hour
Fire Subcode Official	\$ 25.00	\$ 45.00	hour
Fire Inspector	\$ 45.00	\$ 65.00	hour
Building Subcode Official	\$ 25.00	\$ 45.00	hour
Building Inspector	\$ 45.00	\$ 65.00	hour
Alternate Subcode Officials	\$ 25.00	\$ 45.00	hour
Alternate Inspectors	\$ 40.00	\$ 65.00	hour
Special Inspections	\$ 20.00	\$ 20.00	hour

RECREATION SEASONAL

POSITION	MINIMUM	MAXIMUM	PER
Tennis Instructor	\$ 11.10	\$ 15.00	hour
Tennis Director	\$ 75.00	\$ 85.00	hour
Art Director	\$ 50.00	\$ 75.00	hour
Cooking Director	\$ 40.00	\$ 50.00	hour
Camp Director	\$ 35.00	\$ 45.00	hour
Assistant Camp Director	\$ 25.00	\$ 30.00	hour
Camp Counselors	\$ 11.10	\$ 15.00	hour
Field Hockey Director	\$ 30.00	\$ 40.00	hour
Field Hockey Coach	\$ 20.00	\$ 30.00	hour
Field Hockey Referees	\$ 12.00	\$ 15.00	hour
Recreation Assistant	\$ 11.10	\$ 15.00	hour
Soccer Camp Director	\$ 35.00	\$ 50.00	hour
Soccer Counselor	\$ 11.10	\$ 15.00	hour
Soccer Trainer	\$ 20.00	\$ 30.00	hour
Track Camp Director	\$ 30.00	\$ 40.00	hour
Track Advisor	\$ 25.00	\$ 30.00	hour
Track Specialist	\$ 20.00	\$ 30.00	hour
Basketball Director	\$ 30.00	\$ 50.00	hour
Basketball Referee	\$ 25.00	\$ 30.00	hour
Junior Referee	\$ 11.10	\$ 15.00	hour
Umpires	\$ 30.00	\$ 30.00	hour

POOL SEASONAL

POSITION	MINIMUM	MAXIMUM	PER
Pool Manager	\$ 6,000.00	\$ 13,000.00	season
Assistant Managers	\$ 3,500.00	\$ 10,000.00	season
Pool Management -Pre-Season	\$ 12.00	\$ 12.00	hour
Pre-Season Rate	\$ 11.10	\$ 11.10	hour
Aquatics Director	\$ 2,000.00	\$ 4,000.00	season
Head Swim Team Coach *	\$ 2,000.00	\$ 3,500.00	season
Assistant Swim Team Coach	\$ 1,000.00	\$ 3,000.00	season
Swim Team Assistant	\$ 300.00	\$ 1,300.00	season
Head Diving Coach	\$ 1,000.00	\$ 2,500.00	season
Assistant Diving Coach	\$ 1,000.00	\$ 2,000.00	season
Activities Director	\$ 1,000.00	\$ 3,000.00	season
Swim Instructor	\$ 11.10	\$ 11.10	hour
Head Lifeguard	\$ 12.80	\$ 12.80	hour
Lifeguard	\$ 11.25	\$ 11.25	hour
Head Gate Attendant	\$ 11.25	\$ 11.25	hour
Gate Attendant	\$ 11.10	\$ 11.10	hour

Head Maintenance	\$ 11.80	\$ 11.80	hour
Maintenance	\$ 11.10	\$ 11.10	hour

*Position not filled when Aquatics Director position is filled and acts as Head Coach.

COURT ADMINISTRATION

POSITION	MINIMUM	MAXIMUM	PER
Municipal Court Judge	\$15,000.00	\$ 50,000.00	year
Municipal Public Defender	\$ 7,500.00	\$ 25,000.00	year

LIBRARY PERSONNEL-SALARY ADJUSTMENT AND INCREASE PER LIBRARY BOARD OF TRUSTEES

POSITION	MINIMUM	MAXIMUM	PER
FT Library Assistant	\$ 23,000.00	\$ 33,000.00	year
FT Senior Library Assistant	\$ 23,000.00	\$ 33,000.00	year
FT Principal Library Assistant	\$ 35,000.00	\$ 55,000.00	year
FT Librarian (Youth Services)	\$ 48,000.00	\$ 64,000.00	year
FT Senior Librarian (Youth Services)	\$ 48,000.00	\$ 64,000.00	year
FT Librarian	\$ 48,000.00	\$ 64,000.00	year
FT Senior Librarian (Adult/User Services)	\$ 48,000.00	\$ 64,000.00	year
FT Librarian (Adult/User Services)	\$ 48,000.00	\$ 64,000.00	year
FT Principal Librarian	\$ 55,000.00	\$ 72,000.00	year
FT Library Director	\$ 70,000.00	\$ 95,000.00	year
Library Bookkeeper	\$ 20.50	\$ 30.00	hour
PT Library Assistant	\$ 12.50	\$ 18.00	hour
PT Senior Library Assistant	\$ 15.00	\$ 25.00	hour
PT Library Page	\$ 12.00	\$ 15.00	hour
PT Librarian	\$ 26.00	\$ 35.00	hour
PT Senior Librarian (Youth Services)	\$ 26.00	\$ 35.00	hour
PT Librarian (Youth Services)	\$ 26.00	\$ 35.00	hour
PT Library Children's Service Specialist	\$ 14.00	\$ 25.00	hour
PT Senior Librarian	\$ 26.00	\$ 35.00	hour
PT Library Technical Services Assistant	\$ 15.00	\$ 25.00	hour
PT Library Technology Assistant	\$ 15.00	\$ 25.00	hour

A. The hourly range of compensation for the public works positions hereinafter named shall be as follows, all payable in bi-weekly installments except as otherwise provided for:

POSITION	MINIMUM	MAXIMUM
Parking Maintenance	\$ 31.19	\$ 34.85

Pump Operator	\$ 31.67	\$ 35.38
Maintenance Repairman	\$ 31.44	\$ 35.12
Master Mechanic	\$ 31.19	\$ 34.85
Heavy Equipment Operator	\$ 31.19	\$ 34.85
Head Forestry	\$ 31.19	\$ 34.85
Assistant Equipment Operator	\$ 30.13	\$ 33.69
Forestry	\$ 30.13	\$ 33.69
Assistant Mechanic	\$ 30.13	\$ 33.69
Assistant Pump Operator	\$ 30.13	\$ 33.69
Parks Worker	\$ 31.19	\$ 34.85
Drivers	\$ 29.27	\$ 32.75
Laborer	\$ 28.34	\$ 31.73

Additional compensation by way of holiday pay, longevity, overtime, sick days, personal days, insurance benefits and other matters related thereto are fully set forth in the collective bargaining agreement and are hereby incorporated in this ordinance.

1. The salary range of compensation of all officers of the police department hereinafter named shall be as follows, all payable in equal bi-weekly installments except as otherwise provided for:

POSITION	MINIMUM	MAXIMUM
Sergeant	\$108,066.00	\$126,459.00
Detective	\$102,058.00	\$119,602.00
Patrolman	\$ 45,144.00	\$116,035.00
Academy	\$ 25,500.00	\$ 25,500.00

Additional compensation by way of Corporal assignment, holiday pay, longevity, overtime, sick days, personal days, insurance benefits and other matters related are fully set forth in the collective bargaining agreement and are hereby incorporated in this ordinance.

2. Additional compensation by way of holiday pay, overtime, sick days, personal days, insurance benefits for full time employees not covered in collective bargaining agreements are fully set forth in the Personnel Resolution and amendments thereto previously adopted by the Borough Council and are hereby incorporated in this Ordinance.
3. No officer or employee shall be paid at a base rate which is above the maximum rate for any salary range in any of the aforementioned groups. Unless otherwise provided for all new employees or newly promoted employees shall be paid at the minimum rate of the salary range for the position to which they are hired. However, the Borough Administrator may hire a prospective employee who possesses qualifications that are greater than the minimum qualifications

for the position at a rate above the minimum rate, but in no case shall a new employee be hired at a rate which is greater than that of a current employee in the same group.

4. This Ordinance shall supersede and replace any and all prior Salary Ordinances and Amendments thereto. Upon the effective date of this Ordinance, any and all prior Salary Ordinances and Amendments thereto and all salaries and compensation authorized therein shall have no further effect. The within Ordinance represents the salaries and compensation to be received by all current, exiting employees and offices or those anticipated to be filled in the near future. In the event that an existing office or position is currently vacant, and a salary or compensation is not set forth in this Ordinance, this Salary Ordinance shall be amended to create a salary and/or salary range for such position or office prior to said position or office being filled.
5. If any portion of this ordinance is in conflict with any portion of a collective bargaining agreement, then the collective bargaining agreement shall take precedence.
6. All ordinances and parts of ordinances inconsistent with the provisions of this Ordinance are hereby repealed.
7. This ordinance shall take effect after its publication according to law and the amendments contained herein shall be retroactive to January 1, 2021.

Introduction: August 23, 2021

Date of Publication: August 26, 2021

COUNCILMEMBER	YES	NO	NV	AB	COUNCILMEMBER	YES	NO	NV	AB
DELIA	X				KOSKOSKI	X			
HIRSCH	X				RASMUSSEN	X			
KANDEL	X				RUBIN	X			
MOTION	KOSKOSKI			SECOND	RASMUSSEN				
X – INDICATES VOTE		AB- ABSENT			NV- NOT VOTING				

I hereby certify the foregoing to be a true copy of an ordinance introduced by the Borough Council of the Borough of Metuchen, Middlesex County, New Jersey at a regular meeting held on August 23, 2021.

 Deborah Zupan
 Acting Borough Clerk

Adopted: September 13, 2021

Date of Publication: September 16, 2021

COUNCILMEMBER	YES	NO	NV	AB	COUNCILMEMBER	YES	NO	NV	AB
DELIA	X				KOSKOSKI	X			
HIRSCH	X				RASMUSSEN	X			
KANDEL	X				RUBIN	X			
MOTION	KOSKOSKI				SECOND	RASMUSSEN			
X – INDICATES VOTE		AB- ABSENT			NV- NOT VOTING				

I hereby certify the foregoing to be a true copy of an ordinance adopted by the Borough Council of the Borough of Metuchen, Middlesex County, New Jersey at a regular meeting held on September 13, 2021.

Deborah Zupan
Acting Borough Clerk

ATTEST:

BOROUGH OF METUCHEN

Deborah Zupan
Acting Borough Clerk

By: _____
Jonathan M. Busch
Mayor