

**ORDINANCE NO. 2016-01**

**AN ORDINANCE OF THE TOWNSHIP OF LITTLE  
EGG HARBOR, COUNTY OF OCEAN, STATE OF  
NEW JERSEY, TO ESTABLISH THE  
COMPENSATION OF TOWNSHIP EMPLOYEES**

**BE IT ORDAINED**, by the governing body of the Township of Little Egg Harbor, County of Ocean, State of New Jersey, as follows:

**SECTION 1.** All previously adopted salary ordinances of the Township of Little Egg Harbor are hereby repealed by the Township Committee and superseded by this salary ordinance for the purpose of establishing the salaries, wages and compensation of the officers, employees, and members of the Governing Body as set forth on Schedules A, B, C, D, E, F, G, H & I attached hereto and made a part of this Ordinance.

**SECTION 2.** All ordinances or parts of ordinances inconsistent herewith are hereby repealed.

**SECTION 3.** If any section, subsection, sentence, clause, phrase or portion of this ordinance is for any reason held to be invalid or unconstitutional by a court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remaining portions hereof.

**SECTION 4.** This ordinance is not legislative in nature and does not need to be codified in the Code of the Township of Little Egg Harbor, Ocean County, New Jersey.

**SECTION 5.** This ordinance shall take effect after second reading and publication as required by law.

NOTICE

**NOTICE IS HEREBY GIVEN** that the foregoing ordinance was introduced and passed by the Township Committee on first reading at a meeting of the Township Committee of the Township of Little Egg Harbor held on the 11<sup>th</sup> day of **February, 2016** and will be considered for second and final passage at a meeting of the Township Committee to be held on the 10<sup>th</sup> day of **March, 2016** at 7:30 p.m. at the Municipal Building located at 665 Radio Road, Little Egg Harbor, New Jersey, at which time and place any persons desiring to be heard upon the same will be given the opportunity to be so heard.

*Diana K. McCracken, RMC*

**DIANA K. MCCRACKEN, RMC, Clerk**  
Township of Little Egg Harbor

Introduction

Motion: Gormley Second: Kehm  
yes Gormley yes Kehm yes Kobryn  
yes Stevens yes Schlick

Second Reading & Adoption

Motion: Schlick Second: Gormley  
yes Gormley yes Kehm yes Kobryn  
yes Stevens yes Schlick

**SCHEDULE A**  
**Non-Collective Bargaining Unit**

Title	Salary Range (annually unless otherwise noted)	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Township Committee/Mayor	\$6,000 - \$12,500	\$6,000 - \$12,500
Confidential Administrative Secretary	\$25,000 - \$50,000	<b>\$25,000 - \$77,000</b>
Business Administrator	\$24,000 - \$120,000	\$24,000 - \$120,000
Confidential Administrative Assistant	\$25,000 - \$74,000	<b>\$25,000 - \$77,000</b>
Administrative Assistant	\$25,000 - \$74,000	\$25,000 - \$74,000
Asst. Business Administrator	\$30,000 - \$85,000	\$30,000 - \$85,000
Chief of Police	\$90,000 - \$178,000	<b>\$90,000 - \$182,000</b>
Municipal Clerk	\$40,000 - \$105,000	\$40,000 - \$105,000
Deputy Municipal Clerk	\$35,000 - \$55,000	\$35,000 - \$55,000
Assistant Municipal Clerk	\$30,000 - \$50,000	<b>\$35,000 - \$55,000</b>
Certified Municipal Registrar	\$10,000 - \$40,000	\$10,000 - \$40,000
Municipal Treasurer/CMFO	\$40,000 - \$130,000	\$40,000 - \$130,000
Assistant Municipal Treasurer	\$20,000 - \$50,000	\$20,000 - \$50,000
Judge, Municipal Court	\$25,000 - \$60,000	\$25,000 - \$60,000
Municipal Court Public Defender	\$50,000 - \$100,000	\$50,000 - \$100,000
Municipal Court Prosecutor	\$50,000 - \$100,000	\$50,000 - \$100,000
Township Attorney	\$50,000 - \$100,000	\$50,000 - \$100,000
Township Engineer	\$50,000 - \$100,000	\$50,000 - \$100,000
Municipal Alliance Coordinator	\$10,000 - \$30,000	\$10,000 - \$30,000
Deputy Tax Collector	\$15,000 - \$40,000	\$15,000 - \$40,000
Purchasing Agent	\$2,000 - \$55,000	<b>\$2,000 - \$77,000</b>
Executive Secretary	\$2,500 - \$5,000	\$2,500 - \$5,000
Director of Community Development and Planning	\$5,000 - \$60,000	\$5,000 - \$60,000
Assistant Zoning Officer	\$5,000 - \$15,000	\$5,000 - \$15,000
Class II Special Police Officers	\$13.00 - \$15.00/hour	\$13.00 - \$15.00/hour
Class I Special Police Officers	\$7.15 - \$13.00/hour	\$7.15 - \$13.00/hour

Note: Non-union employees shall be entitled to the same fringe benefits as the employees of the closest labor union.

**SCHEDULE B**  
**White Collar Employees AFSCME District Council #71**

Title	F/T rate of pay per hour	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Clerk (Category I)	\$11.48 - \$30.00	\$11.48 - \$30.00
Clerk (Category II)	\$11.50 - \$31.00	\$11.50 - \$31.00
Personnel Assistant (Category III)	\$15.50 - \$31.00	\$15.50 - \$31.00
Assistant Tax Collector	\$16.50 - \$35.00	\$16.50 - \$35.00
Deputy Municipal Court Administrator		
Assistant Purchasing Agent		
Deputy Tax Collector		
Deputy Tax Assessor		
Municipal Court Attendant	\$11.48 - \$30.00	\$11.48 - \$30.00
Assessing Aid		
Assessing Clerk		
CATV Systems Operator		

**SCHEDULE C**  
**Government Workers Union (Dispatchers)**

Title	F/T rate of pay per hour	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Public Safety	\$13.25 - \$36.00	\$13.25 - \$36.00
Telecommunications		

Note: This salary range is based on the regular rate of pay including stipends and shift differentials.

**SCHEDULE D**  
**AFSCME, AFL-COP, District Council # 71, Local 3304E (Blue Collar)**

Title	F/T rate of pay per hour	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Laborer	\$15.65 - \$32.00	\$15.65 - \$32.00
Diesel Mechanic Supervisor	\$20.00 - \$35.00	\$20.00 - \$35.00
Mechanic	\$15.95 - \$32.00	\$15.95 - \$32.00
Sanitation Driver	\$17.65 - \$35.00	\$17.65 - \$35.00
Supervisor in Public Works	\$20.00 - \$36.00	\$20.00 - \$36.00

**SCHEDULE E**

**United Service Workers of America, TCU, Local 255, AFL-CIO, CLC**

The following salary ranges do not include a calculation for furlough days as agreed to by the employees delineated on this Schedule, but do reflect a 2.5% reduction in wages as agreed to by the Memorandum of Agreement dated September 7, 2010.

Title	F/T and P/T rate of pay per hour	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Sub-Code Official	\$24.00 - \$40.00	<b>\$24.00 - \$45.00</b>
Inspectors	\$18.00 - \$25.00	<b>\$18.00 - \$40.00</b>
Code Enforcement Official	\$16.00 - \$43.00	<b>\$16.00 - \$29.00</b>
Code Enforcement Trainee		<b>\$16.00 - \$29.00</b>
Housing Inspector Trainee		<b>\$16.00 - \$21.00</b>

**SCHEDULE F**

**Policeman's Benevolent Association, Local 295, Senior Officers' Association**

Title	Wage or Salary Range	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Lieutenant/Captain	\$100,000/yr to \$150,000/yr	<b>\$100,000/yr - \$155,000/yr</b>

Note: This salary range is based on the regular rate of pay and includes stipends and shift differentials.

This ordinance incorporates by reference any other wages, salary and compensation as may be included in the collective bargaining agreement between the Township of Little Egg Harbor and PBA Local 295 (SOA).

**SCHEDULE G**  
**AFSCME Local 71 (Department Heads)**

Title	Base Salary (annual)	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Municipal Court Administrator	\$42,000 - \$88,000	\$42,000 - \$88,000
Tax Assessor	\$42,000 - \$125,000	\$42,000 - \$125,000
Tax Collector	\$42,000 - \$80,000	<b>\$42,000 - \$85,000</b>
Zoning Officer	\$42,000 - \$70,000	<b>\$42,000 - \$75,000</b>
Construction Official	\$42,000 - \$95,000	\$42,000 - \$95,000
Superintendent of Public Works	\$42,000 - \$100,000	\$42,000 - \$100,000

~~Longevity which was earned under a previous collective bargaining agreement as of September 15, 2010, by any individual in a covered title shall have that longevity pay rolled into his or her base salary. No further longevity payments shall accrue for covered titles.~~

**SCHEDULE H**  
**Temporary/Seasonal/Per Diem Employees**

Title	Rate of Pay (hourly)	
	Ordinance No. 2014-13	Ordinance No. 2016-01
Clerk - part-time	\$10.00 - \$15.00	\$10.00 - \$15.00
Public Safety Telecommunicator – per diem	\$13.50 - \$16.50	\$13.50 - \$16.50
Recorder Operator (per session)	\$55.00 - \$85.00	\$55.00 - \$85.00
Senior Lifeguard	\$11.00 - \$15.00	\$11.00 - \$15.00
Lifeguard	\$10.00 – 15.00	\$10.00 - \$15.00
Laborer – part-time	\$13.00 - \$14.00	\$13.00 - \$14.00
Court Security (Armed – per session)	\$100.00 - \$135.00	\$100.00 - \$135.00
Construction Inspector – per diem		<b>\$18.00 - \$35.00</b>

Pursuant to N.J.A.C. 4A:6-1.2(e), part-time and 10-month employees are entitled to a proportionate amount of paid vacation leave. Pursuant to N.J.A.C. 4A:6-1.3(b), part-time and 10-month employees are entitled to a proportionate amount of paid sick leave. Part-time shifts in the Township of Little Egg Harbor are 8:30 am to 4:30 pm, including a paid lunch.

**SCHEDULE I**  
**Policeman's Benevolent Association, Local 295**

Title	F/T rate of pay per hour	
	Ordinance No. 2014-13	Ordinance No. 2016-01
PBA Officer	\$18.38 - \$65.00	\$18.38 - \$65.00

Note: This salary range is based on the regular rate of pay and includes stipends and shift differentials.

This ordinance incorporates by reference any other wages, salary and compensation as may be included in the collective bargaining agreement between the Township of Little Egg Harbor and PBA Local 295.