

**TOWNSHIP OF MONTGOMERY  
SOMERSET COUNTY, NEW JERSEY**

**ORDINANCE #24-1732**

**AN ORDINANCE ESTABLISHING A COMPREHENSIVE SALARY AND WAGE PLAN FOR THE TOWNSHIP OF MONTGOMERY, SOMERSET COUNTY, AND TO PROVIDE FOR ITS ADMINISTRATION IN 2024.**

**BE IT ORDAINED**, by the Township of Montgomery in the County of Somerset and the State of New Jersey, as follows:

**SECTION I.** For 2024, the salary and wage plan for employees and certain officials of the Township of Montgomery shall be in accordance with the provisions of this ordinance as hereafter shown.

**SECTION 2.** The administration of the salary and wage plan as set forth in this ordinance shall be the responsibility of the Township Administrator and shall be in accordance with such rules and regulations as may be adopted from time to time by resolution of the Township Committee of the Township of Montgomery.

**SECTION 3.** Salaried employees and officials shall receive annual rates of pay in accordance with the following schedule:

	<u>Minimum</u>	<u>Maximum</u>
Mayor		\$ 6,307.00
Township Committee Member		4,728.00
Township Prosecutor		46,712.00
Municipal Judge		33,779.00
Public Defender		3,842.00
Township Administrator / Planning Director	\$162,181.00	224,150.00
Police Director / Township Administrator	162,181.00	224,150.00
Township Administrator	155,898.00	209,647.00
Police Director / Captain	152,165.00	197,059.00
Chief Financial Officer / Tax Collector / QPA	152,165.00	197,059.00
Police Director	146,554.00	195,350.00
Police Chief	146,554.00	192,705.00
Deputy Police Director / Captain	140,944.00	188,616.00
Chief Financial Officer / Tax Collector	140,944.00	188,616.00
Captain	131,693.00	174,364.00
Township Clerk / Purchasing Agent	101,919.00	161,565.00
Township Clerk	101,919.00	161,565.00
Chief Financial Officer	101,919.00	161,565.00
Township Engineer	101,919.00	161,565.00
Planning Director	101,919.00	161,565.00
Public Works Director	101,919.00	161,565.00
Parks and Recreation Director	101,919.00	161,565.00
Recreation Director	101,919.00	161,565.00
Construction Official / Fire Marshall	101,919.00	161,565.00
Director of Wastewater Operations	101,919.00	161,565.00
IT Director	101,919.00	161,565.00
Construction Official	101,919.00	161,565.00
Fire Marshall	101,919.00	161,565.00
Assistant Township Administrator	80,788.00	128,049.00

	<u>Minimum</u>	<u>Maximum</u>
Assistant Township Engineer	\$ 80,788.00	\$128,049.00
Assistant Public Works Director	80,788.00	128,049.00
Assistant Chief Financial Officer / Deputy Tax Collector	80,788.00	128,049.00
Assistant Planning Director	80,788.00	128,049.00
Community Development Director	80,788.00	128,049.00
GIS / CAD Manager	80,788.00	128,049.00
Open Space & Stewardship Director	80,788.00	128,049.00
MIS Coordinator	76,033.00	119,917.00
Purchasing Agent	76,033.00	119,917.00
Tax Assessor (Full-Time)	76,033.00	119,917.00

	<u>Minimum</u>	<u>Maximum</u>
Assistant Chief Financial Officer	\$ 71,834.00	\$118,512.00
Assistant Recreation Director	71,834.00	118,512.00
Assistant Tax Assessor	71,834.00	118,512.00
Assistant Open Space & Stewardship Director	71,834.00	118,512.00
Building Maintenance Foreman	71,834.00	118,512.00
Chief Sewer Plant Operator	71,834.00	118,512.00
Parks Foreman	71,834.00	118,512.00
Roads Foreman	71,834.00	118,512.00
Payroll Manager / Pension Coordinator	71,834.00	118,512.00
Personnel Coordinator	71,834.00	118,512.00
Senior Financial Analyst	71,834.00	118,512.00
IT Specialist / Public Safety Technician	59,071.00	116,502.00
Conservation Stewardship Technician	59,071.00	97,108.00
Laboratory Supervisor	59,071.00	97,108.00
Senior Recreation Program Coordinator	59,071.00	97,108.00
Deputy Township Clerk	59,071.00	97,108.00
Court Administrator	53,214.00	84,355.00
Recreation Program Coordinator	53,214.00	84,355.00

**SECTION 4.** Hourly employees shall receive hourly rates of pay in accordance with the following schedule:

	<u>Minimum</u>	<u>Maximum</u>
Executive Assistant	\$ 33.86	\$ 54.26
Community Information Officer	28.48	47.88
Administrative Assistant	28.48	44.29
Executive Secretary	24.92	39.91
Secretary I	19.49	30.17
Clerk Typist II	17.11	26.91
Clerk Typist I	15.64	24.29
Facility Aide	15.13	16.59

	<u>Minimum</u>	<u>Maximum</u>
<b><u>Aquatics:</u></b>		
Aquatics Director	\$ 26.36	\$ 31.61
Assistant Aquatics Director	23.33	25.32
Lifeguard Supervisor	21.82	23.66
Certified Instructor	20.30	23.10
Non-Certified Instructor	17.27	22.51
Lifeguard	15.13	17.85

	<u>Minimum</u>	<u>Maximum</u>
<b><u>Summer Camp:</u></b>		
Camp Coordinator	\$ 19.90	\$ 27.69
Site Supervisor	17.27	25.13
Arts & Crafts Specialist	17.27	25.13
Trip Coordinator	17.27	25.13
Assistant Site Supervisor	16.51	24.22
Group Leader	15.76	23.31
Counselor	15.13	22.58

**SECTION 5:** Hourly Employees shall be compensated at appropriate overtime rates of pay for the time worked in excess of 40 hours per week.

**SECTION 6:** Compensatory time off for overtime worked will not be allowed.

**SECTION 7:** Under extraordinary circumstances, and subject to policy guidance by the Township Committee, the Township Administrator may approve compensation of employees at rates of pay outside the ranges set forth in Section 3, 4 and 5 above.

**SECTION 8:** Rates of pay for temporary, seasonal, occupational and other employees for whom no other method of compensation is set forth herein, shall be fixed by the Township Administrator provided that said rates of pay not exceed \$40.00 per hour.

**SECTION 9:** Compensation for employees in collective bargaining units shall be governed by the specific provisions of agreements between said units and the Township, or in the absence of an agreement, practices in effect at the time of adoption of this ordinance.

**SECTION 10:** Effective Date. This ordinance shall take effect upon final adoption and publication in accordance with the law.

**DATE ADOPTED:** June 6, 2024

**ATTEST:**

**TOWNSHIP OF MONTGOMERY  
COUNTY OF SOMERSET**

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Lisa Fania, RMC  
Township Clerk

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Neena Singh  
Mayor