

**TOWNSHIP OF WATERFORD
COUNTY OF CAMDEN
STATE OF NEW JERSEY**

ORDINANCE #2026-3

**ORDINANCE ESTABLISHING SALARIES AND WAGES OF CERTAIN OFFICERS AND EMPLOYEES
OF THE TOWNSHIP OF WATERFORD, COUNTY OF CAMDEN, STATE OF NEW JERSEY, EFFECTIVE
JANUARY 1, 2026**

BE IT ORDAINED BY THE MAYOR AND TOWNSHIP COMMITTEE OF THE TOWNSHIP OF WATERFORD, COUNTY OF CAMDEN, STATE OF NEW JERSEY, AS FOLLOWS:

SECTION 1. The salaries and wages of the officers and employees of the Township of Waterford commencing January 1, 2026, unless otherwise specified, are hereby amended in accordance with the following schedule.

<u>TITLE</u>		<u>COMPENSATION</u>
Mayor	Up To	\$ 7,000.00
Township Committee Member	Up To	\$ 6,000.00

MANAGEMENT PERSONNEL

The following salaries are for full time management personnel based upon the needs of the position:

<u>TITLE</u>		<u>COMPENSATION</u>
Township Administrator	Up To	\$ 91,000.00
Chief Financial Officer	Up To	\$ 160,000.00
Township Clerk/Registrar	Up To	\$ 90,000.00
Superintendent of Public Works	Up To	\$ 165,000.00
Tax and Utility Collector	Up To	\$ 85,000.00
Chief of Police	Up To	\$ 320,000.00
Court Administrator	Up To	\$ 78,000.00

APPOINTED PERSONNEL

<u>TITLE</u>		<u>COMPENSATION</u>
Special Confidential Assistant (PT or FT)	Up To	\$ 36.50 per hour
Administrative Assistant to Township Committee	Up To	\$ 27,750.00 Stipend
Deputy Township Clerk/Deputy Registrar	Up To	\$ 26,000.00
Qualified Purchasing Agent	Up To	\$ 5,000.00
Treasurer	Up To	\$ 47,000.00
Tax Assessor	Up To	\$ 28,000.00
Reassessment Inspector (during inspections)	Up To	\$ 20,000.00 reassessment period only
Assessor Reassessment Stipend	Up To	\$ 70,000.00 reassessment period only
Land Use Board Administrator	Up To	\$ 11,000.00

Planning Board Secretary	Up To	\$ 11,000.00	
Developer Escrow Clerk	Up To	\$ 5,200.00	Stipend
Zoning Official	Up To	\$ 29.00	per hour
Code Enforcement Officer	Up To	\$ 31.00	per hour
Construction Official	Up To	\$ 31,000.00	
Construction/Fire Prevention Office Inspector	Up To	\$ 16,000.00	
Sub-Code Official	Up To	\$ 16,000.00	
Rental Inspections & Re-Inspections	Up To	\$ 8,500.00	
Fire Inspector (Fire Marshall's Office)	Up To	\$ 26.00	per hour
Fire Marshall	Up To	\$ 16,000.00	
Chief of Fire Department	Up To	\$ 4,500.00	Stipend
Class II Police Officer	Up To	\$ 36.50	per hour
Class III Police Officer	Up To	\$ 36.50	per hour
Confidential Assistant to Chief of Police	Up To	\$ 36.50	per hour
Economic Development Director	Up To	\$ 31,000.00	
Recycling Coordinator	Up To	\$ 2,600.00	Stipend
Clean Communities Coordinator	Up To	\$ 2,500.00	Stipend
Deputy Court Administrator	Up To	\$ 64,000.00	
Violations Clerk	Up To	\$ 28.50	per hour
Municipal Judge	Up To	\$ 36,000.00	
Municipal Judge – Additional Court	Up To	\$ 500.00	per session

SALARIED EMPLOYEES

<u>TITLE</u>		<u>COMPENSATION</u>
Base Salary in Police Academy	Up To	\$ 62,000.00
Base Salary upon completion of Police Academy	Up To	\$ 73,000.00
Beginning the 2 nd year Patrolman	Up To	\$ 78,000.00
Beginning the 3 rd year Patrolman	Up To	\$ 83,000.00
Beginning the 4 th year Patrolman	Up To	\$ 89,000.00
Beginning the 5 th year Patrolman	Up To	\$ 94,000.00
Beginning the 6 th year Patrolman	Up To	\$ 103,000.00
Beginning the 7 th year Patrolman	Up To	\$ 110,000.00
Beginning the 8 th year Patrolman	Up To	\$ 118,000.00
Beginning the 9 th year Patrolman	Up To	\$ 124,000.00
Beginning the 10 th year Patrolman	Up To	\$ 132,000.00
Beginning the 11 th year Patrolman	Up To	\$ 139,000.00
Beginning the 12 th year Patrolman	Up To	\$ 147,000.00
Beginning the 22 nd year Patrolman	Up To	\$ 149,000.00
Beginning the 23 rd year Patrolman	Up To	\$ 150,000.00
Sergeants	Up To	\$ 155,000.00
K-9 (additional salary)		\$ 1,500.00
Investigator (additional to salary)		\$ 250.00
Detectives (additional to salary)		\$ 1,500.00
Corporals of Police (additional to salary)		\$ 1,500.00
Police Captain	Up To	\$ 179,000.00
Police Lieutenant	Up To	\$ 173,000.00

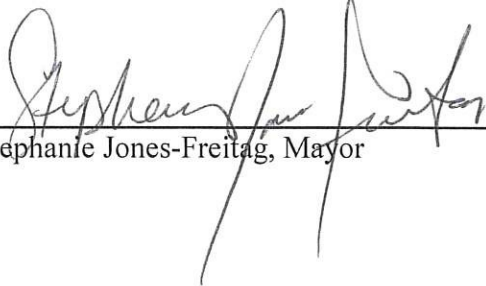
HOURLY EMPLOYEES

<u>TITLE</u>	<u>COMPENSATION</u>		
Senior Tax Clerk, Senior Court Office Clerk, Planning & Zoning Secretary, Senior Police Clerk, Senior Administrative Assistant, Senior Technical Assistant to the Construction Official, Assessors Assistant and Senior Water/Sewer Collection Assistant	\$	24.00 - \$	33.00 per hour
Tax Clerk, Court Office Clerk, Technical Assistant to Construction Official, Police Clerk, Administrative Assistant and Senior Clerk/Typist, Administrative Assistant	\$	18.00 - \$	27.00 per hour
Clerk/Typist	\$	15.00 - \$	24.00 per hour
A - Operator	\$	27.00 - \$	41.00 per hour
B - Operator and Water & Sewer Technician	\$	24.00 - \$	38.00 per hour
A - Driver	\$	24.00 - \$	38.00 per hour
B - Driver	\$	21.00 - \$	33.00 per hour
A - Mechanic	\$	27.00 - \$	50.00 per hour
B - Mechanic	\$	24.00 - \$	36.00 per hour
Mechanics Helper	\$	17.00 - \$	27.00 per hour
A - Laborer and Water & Sewer Laborer	\$	19.00 - \$	28.00 per hour
B - Laborer	\$	15.00 - \$	25.00 per hour
Temp/Seasonal	up to \$	25.00	per hour
State License other than CDL (if applicable)	\$	1,000.00	annually
Foreman Compensation	up to \$	2,500.00	annually
CDL A Premium Pay for Public Works	\$	400.00	in addition to salary
CDL B Premium Pay for Public Works	\$	200.00	in addition to salary

SECTION 2. All ordinances or parts of ordinances which are inconsistent with the provisions hereof, are, to the extent of such inconsistencies, hereby repealed.

SECTION 3. This ordinance shall take effect upon final passage, adoption, and publication in the manner prescribed by law.


 Dawn Liedtka, RMC / CMR Clerk


 Stephanie Jones-Freitag, Mayor

Intro: January 5, 2026
 Public Hearing: January 21, 2026
 Adopted: Jan 21, 2026

INTRODUCTION 1/5/26					
	Giangiulio	Jones-Freitag	Yucis	Wade	Doney
YES	X	X	X	X	X
ABSTAIN					
NO					
ABSENT					
ADOPTION 1/21/26					
	Giangiulio	Jones-Freitag	Yucis	Wade	Doney
YES	X	X	X	X	X
ABSTAIN					
NO					
ABSENT					

CERTIFICATION

I, Dawn Liedtka, Clerk of the Township of Waterford, Camden County, New Jersey, do hereby certify the foregoing to be true and exact copy of the Ordinance which was finally adopted by the Mayor and Township Committee of the Township of Waterford at a Meeting held on the 21st day of January, 2026.


 Dawn Liedtka, RMC / CMR Clerk