

ORDINANCE NO. 2023-3384

**TOWNSHIP OF MIDDLETOWN
COUNTY OF MONMOUTH**

2023/2024 SALARY ORDINANCE

WHEREAS, pursuant to N.J.S.A. 40A:9-165, the Township must set salaries for non-contractual officers and employees, statutory employees and elected officials not directly subject to duly adopted collective bargaining agreements by separate ordinance; and

WHEREAS, savings continue to be achieved through the entry of numerous shared agreements, therefore, requiring many management and unclassified employees to assume significant additional responsibilities; and

WHEREAS, pursuant to Ordinance No. 2011-3027, the Township Committee reasserted control over the setting of salaries by ordinance rather than the setting of ranges by ordinance with the subsequent passage of resolutions ratifying the Township Administrator’s actions in setting specific salaries; and

WHEREAS, the setting of specific salaries by ordinance provides greater public awareness and an opportunity to participate in and understand how and why salaries of public employees are annually set.

NOW, THEREFORE, BE IT ORDAINED by the Township Committee of the Township of Middletown in the County of Monmouth, State of New Jersey that the Township Committee hereby adopts the following base salaries and benefits pursuant to the Township Administrator’s recommendations for 2023/2024.

SECTION 1. Management/Other Unclassified Position.

Township Administrator	By Individual Contract
Chief of Police	By Individual Contract
Deputy Police Chief 1	\$179,536
Deputy Police Chief 2	\$179,536
Deputy Police Chief 3	\$179,536
Asst. Municipal Administrator	\$124,033
Administrator’s Secretary	\$25,000 - \$40,000 Vacant

Communications Director	\$ 85,000
Asst. Communications. Dir.	\$ 45,000
Asst. to the Mayor	\$ 81,000
Mayor's Secretary	\$ 40,000
Personnel Manager/EEO Officer	\$ 86,848
Construction Official	\$126,710
Asst. Construction Official	\$ 95,000
Records Management Specialist	Vacant
Asst. Municipal Clerk	\$ 75,000
Emergency Management Coordinator	\$ 18,025
Payroll Supervisor	\$ 92,700
Asst. Director of Finance	\$127,384
Deputy Tax Assessor	\$ 92,700
Deputy Tax Collector	\$ 72,306
Director of Purchasing	\$ 106,090
Fire Official	\$ 73,239
Director of MIS	\$132,561
Assistant Director of MIS	\$ 86,760
Management Specialist (MIS)- 1	\$ 61,800
Management Specialist (MIS)- 2	\$ 61,800
Management Specialist (MIS) – 3	\$58,349
Management Specialist (Police)	\$ 63,391

Asst. Planner-1	\$ 55,000 Vacant
Asst. Planner-2 (Vacant)	\$ 40,000-55,000 Vacant
Director of Planning	\$126,247
Senior Planner (Vacant)	\$ 95,000 – 105,000 Vacant
Supervisor of School Crossing Guards	\$ 44,960
Secretary to Department Head	\$ 53,164
Health Department Director	\$ 120,385
Senior Health Planner	\$ 78,733
Supervisor of Animal Control Enf.	\$ 68,959
Supervisor of Shelter Operations	\$ 68,959
Director of Public Works/ Twp. Engineer	\$158,031
Deputy Director of Public Works - 1	\$106,682
Deputy Director of Public Works - 2	\$106,682
Recycling and Sustainability Coordinator	\$ 82,400
Asst. Dir. of Road Maint. & Paving	\$ 95,481
Superintendent of Buildings	\$ 85,000
Superintendent of Parks	\$85,000
Engineering Aid/Program Coordinator	\$ 85,000
Director of Recreation	\$ 105,784
Director of Cultural Arts Center	\$ 71,786
Drug & Alcohol Alliance Coordinator	\$ 45,973 Vacant

Stipends

Building Subcode Official (Stipend)	\$ 4,700	
Plumbing Subcode Official (Stipend)	\$ 4,700	
Electrical Subcode Official (Stipend)	\$ 4,700	
Fire Subcode Official (Stipend)	\$ 4,700	
Community Development Admin. (Stipend)	\$ 15,000	
Community Development Insp. (Stipend)	\$ 12,000	
Certified Floodplain Manager (Stipend)	\$ 11,500	
Deputy Zoning Officer	\$ 14,000	Vacant
Fire Chief (Stipend)	\$ 6,250	
1 st Deputy (Stipend)	\$ 5,500	
2 nd Deputy (Stipend)	\$ 4,000	
3 rd Deputy (Stipend)	\$ 3,375	
4 th Deputy (Stipend)	\$ 3,000	
Fire Chief Clothing Allowance	\$ 700	
Fire Department Secretary (Stipend)	\$ 2,750	
Fire Prevention Uniform Allowance	\$ 700	
Police Auxiliary (Stipend)	\$ 2,550	
Registrar (Stipend)	\$ 7,500	

EMS Chief (Stipend) - 1	\$ 3,000
EMS Chief (Stipend) – 2	\$ 3,000
EMS Chief (Stipend) - 3	\$ 3,000

SECTION 2. Shared Service Compensation. Compensation in addition to base salary for work performed by applicable Township employees under shared service agreements so long as such agreements remain in place.

Tax Collector (Fair Haven)	\$ 10,000	
Chief Financial Officer (Fair Haven)	\$ 25,000	
Dep. Chief Financial Off (Fair Haven)	\$ 10,000	
Animal Control (Hazlet)	\$ 2,000	
Animal Control (Rumson)	\$ 1,500	
Animal Control (Holmdel)	\$ 2,000	
County Health Shared Service	\$ 25,000	
County Health Shared Service	\$ 25,000	
SLEO III Oversight	\$ 25,000	
Construction Official (Highlands)	\$ 22,000	Expires 12/31/23
Technical Asst. (Highlands)	\$ 7,500	Expires 12/31/23
Zoning Officer (Highlands)	\$ 7,500	Expires 12/31/23
Building Subcode (Highlands)	\$ 5,000	Expires 12/31/23
Electrical Subcode (Highlands)	\$ 4,700	Expires 12/31/23
Fire Subcode (Highlands)	\$ 4,700	Expires 12/31/23
Plumbing Subcode (Highlands)	\$ 4,700	Expires 12/31/23
Future Shared Service Stipend Range	\$ 1,000 – 30,000	

SECTION 3. Statutory Employees (N.J.S.A. 40A:9-165).

Chief Financial Officer	\$176,126
Tax Assessor	\$148,000
Tax Collector	\$ 103,809
Township Clerk	\$ 124,447

SECTION 4. Officers.

Court Administrator	\$ 98,000
Presiding Judge of Municipal Court	\$ 58,000
Judge of Municipal Court	\$ 36,000
Municipal Prosecutor	\$ 50,000
Deputy Prosecutor	\$ 25,000
Public Defender	\$ 34,000

SECTION 5. Elected Officials.

Township Committee Member	\$ 4,000
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SECTION 6. Other Per Diem Rates.

Planning/Zoning Board Minutes	\$80 per meeting
Back-Up or Conflict Judge	\$500 per day/\$250 half day
Back-Up or Conflict Prosecutor	\$600 per day/\$300 half day
Back-Up or Conflict Public Defender	\$200 per case
Special Session – Judge	\$500 per day/\$250 half day
Special Session – Prosecutor	\$130 per hour

Special Session – Public Defender	\$200 per case
Special 1 Police Officer	\$15 per hour
Special 2 Police Officer	\$25 per hour

SECTION 7. Non-Contractual Police Management Benefits.

Any persons appointed and serving under the titles of Deputy Chief of Police shall be entitled to and receive the same fringe benefits as set forth under the most recently adopted Superior Officers Association (“SOA”) contract, including but not limited to the accrual of vacation and sick time, but shall have no entitlement to overtime or compensatory time. The same health benefits shall also be provided subject to the contribution requirements established pursuant to P.L. 2011, c.78, as required by law when no contract is in place. This Section shall supersede Section 3 of Ordinance No. 2006-2856 and shall be retroactive to the expiration of the same but for the applicability of P.L. 2011, c.78 until its effective date.

SECTION 8. Non-Contractual Non-Police Fringe Benefits

If eligible pursuant to law, any persons appointed and serving under this Ordinance who are not subject to a collective bargaining agreement, shall be entitled to and receive the same fringe benefits as set forth under the most recently adopted white collar contract, including but not limited to the accrual of vacation and sick time, but shall have no entitlement to overtime or compensatory time. The same health benefits shall also be provided subject to the contribution requirements established pursuant to P.L. 2011, c.78, as required by law when no contract is in place. This provision shall not apply to judges of the municipal court, municipal prosecutors, public defenders, the township attorney, stipend recipients (not otherwise eligibly employed), or elected officials.

SECTION 9. Non-Contractual Employee Health Benefits.

Unless otherwise specified herein, at the Township Committee’s discretion, all non-contractual Township employees may be moved to a Point of Service (POS) health plan structure under the Township's self-insured health plan, or to the State Health Benefits Plan.

SECTION 10. Repealer.

All ordinances in conflict with or inconsistent with this ordinance are hereby repealed to the extent of such conflict of inconsistency.

SECTION 11. Effective Date.

This ordinance shall become effective upon adoption and publication in accordance with law with a retroactive effect to July 1, 2023 – thru June 30, 2024.