

ORDINANCE NO. 2024-3428

**TOWNSHIP OF MIDDLETOWN
COUNTY OF MONMOUTH**

**2024-2025 SALARY ORDINANCE REPEALING AND
REPLACING INTRODUCED ORDINANCE NO. 2024-3425**

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, which are compensated through associated stipends that also require memorialization by ordinance; 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 hereby amends and supplements its salary ordinance, as follows:

SECTION 1. Base Salaries. Pursuant to the recommendations of the Township Administrator, all base salaries, stipends and per diem rates covering the period of July 1, 2024 through June 30, 2025 for all non-contractual employees, statutory employees, officers and elected officials shall be as set forth in **Schedule A** attached hereto and made part hereof.

SECTION 2. 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 3. Non-Contractual Non-Police 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 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 4. 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 5. Repealer. All ordinances in conflict with or inconsistent with this ordinance are hereby repealed to the extent of such conflict of inconsistency, specifically including Ordinance No. 2024-3425 introduced on August 19, 2024, which is repealed and replaced in its entirety by this ordinance.

SECTION 6. Effective Date. This ordinance shall become effective upon adoption and publication in accordance with law with a retroactive effect to July 1, 2024 through June 30, 2025.