

Township of Lawrence
County of Mercer

Ordinance No. 2498-25

**AN ORDINANCE AMENDING ORDINANCE NO. – 2494-25
SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE – UNCLASSIFIED AND/OR EXEMPT, SEASONAL,
EMERGENCY (NON-UNION) EMPLOYEES FOR 2023-2025**

BE IT ORDAINED by the Township Council of the Township of Lawrence, County of Mercer, State of New Jersey, as follows:

Section I. Short Title

This ordinance shall be known and may be recited as “The Salary Ordinance of the Township of Lawrence – Unclassified and/or Exempt, Seasonal, Emergency (non-union) Employees for 2023-2025.”

Section II. Salaried Employees

The attached list of salaried positions and job titles, Schedule A and Schedule B, are hereby authorized and assigned the appropriate salary ranges for 2023-2025, and are determined by date of hire as an employee of Lawrence Township.

This ordinance will continue the Township’s consistent policy of providing comparable fringe benefits to exempt employees during their active service as that provided to Supervisors, CWA Local 1032, through their collective bargaining agreement. The Township will still maintain the flexibility of granting retiree benefits to exempt employees hired after January 1, 2011. Accordingly, employees covered by this ordinance that are eligible for health and/or prescription benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. All employees hired on or after January 1, 2014, shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement.

Section III. Part-Time or Seasonal Employees

The following part-time or seasonal positions and job titles are hereby authorized and assigned the following pay maximums commencing January 1, 2023, January 1, 2024, and January 1, 2025:

Position of Job Title	Basis	2023	2024	2025
Armed Court Attendant	Hourly	\$27.75	\$28.37	\$29.01
Emergency Medical Technician	Hourly	\$24.56	\$25.11	\$25.68
Firefighter	Hourly	\$20.13	\$20.58	\$21.05
Laborer (Seasonal)	Hourly	14.00	\$14.32	\$14.64
Life Guard	Hourly	Federal Minimum Wage up to \$17.24	Federal Minimum Wage up to \$18.50	Federal Minimum Wage up to \$20.00
Recreation Aid	Hourly	Federal Minimum Wage up to \$38.83	Federal Minimum Wage up to \$39.71	Federal Minimum Wage up to \$40.60

Position of Job Title	Basis	2023	2024	2025
Recycling Coordinator	Per Annum	\$9,137	\$9,343	\$9,553
School Traffic Guard	Hourly	\$19.29	\$19.72	\$20.17
Secretary/Board & Committee	PerAnnum*	\$1,800.00	\$1,800.00	\$1,800.00
Tax Search Officer	Per Annum	\$12,810	\$13,098	\$13,393
Zoning Officer	Per Annum	\$5,959	\$6,093	\$6,230
Assistant Director of Public Works-On Call	Per Annum	\$6,000	\$6,000	\$6,000
Affordable Housing Liaison	Per Annum	\$6,267	\$6,408	\$6,552
Affordable Housing Resale Representative	Per Showing	\$100	\$100	\$100
Fire Department Liaison	Hourly	\$25.00	\$25.00	\$25.00
Deputy Registrar Vital Statistics	Per Annum	\$2,500	\$2,500	\$2,500
Municipal Court Attendee	Hourly	\$24.90	\$25.46	\$26.03
SLEO Class III	Hourly	\$36.00	\$36.81	\$37.64
Park Attendant	Hourly	\$16.58	\$16.95	\$17.33
Security Guard	Hourly	\$25.00	\$25.56	\$26.14
Records Management	Per Annum	\$2,000	\$2,000	\$2,000
Grant Coordinator	Per Annum		\$3,000	\$3,000
Emergency Response Specialist	Hourly	Federal Minimum Wage up to \$50.00 per hour	Federal Minimum Wage up to \$50.00 per hour	Federal Minimum Wage up to \$50.00 per hour
Volunteer Incentive Plan (VIP) Uniform Allowance	Per Call	Minimum \$2.00 up to a Maximum of \$50.00	Minimum \$2.00 up to a Maximum of \$50.00	Minimum \$2.00 up to a Maximum of \$100.00
Volunteer Deputy Fire Chief	Per Annum	\$2,500.00	\$2,500.00	\$2,500.00
ADA Compliance Officer	Per Annum	-	-	\$5,000
All Others	Hourly	Federal Minimum Wage up to Step 1 In Applicable Job Title	Federal Minimum Wage up to Step 1 In Applicable Job Title	Federal Minimum Wage up to Step 1 In Applicable Job Title

* Denotes title paid monthly. All other titles are bi-weekly.

Section IV. Eligibility

The ranges in Section II of this ordinance shall pertain to individuals employed by the Township of Lawrence on or after the effective date of this ordinance.

Section V. Longevity

- A. Each employee hired before January 1, 2013, and covered by this agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013, with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31, 2013. Longevity shall be pensionable and included as part of the employee's regular pay. Any employee hired on or after January 1, 2014, shall not be eligible to receive longevity pay at any time in the future.

Length of Service

Beginning in year 8 through year 11	\$ 800
Beginning the 12 th year through year 15	\$1,100
Beginning the 16 th year through year 19	\$1,400
Beginning the 20 th year through year 23	\$1,700
Beginning the 24 th year through year 27	\$2,000
Beginning the 28 th year and beyond	\$2,300

Section VI. Other Personnel and Working Conditions

All other functions, responsibilities and rights not specifically enumerated in prior sections of this ordinance shall be judged to be within the province of management, subject only to the laws, rules and regulations of the New Jersey Department of Personnel, the provisions contained in applicable agreements (if any) or policy manuals, and by the issuance of Administrative Directives by the Municipal Manager.

Section VII. Repealer

All other ordinances or parts of ordinances adopted prior to the date of this ordinance that are inconsistent with the provisions of this ordinance are hereby repealed insofar as they relate to or concern the job classifications, salaries, and benefits listed in this ordinance.

Section VIII. Severability

If any section, paragraph, sentence, clause, or phrase of this ordinance shall be declared invalid for any reason, the remaining portions of said ordinance shall not be affected thereby and shall remain in full force and effect.

Section IX. Effective Date

- A. This ordinance shall take effect twenty (20) days after the first publication thereof after final adoption.
- B. All salary or compensation provided for and by this ordinance shall be effective the first day of January.

Adopted: August 21, 2025

Additions are underlined _____

Deletions are []

RECORD OF VOTE

COUNCIL	AYE	NAY	PRESENT	ABSENT	ABSTAIN	MOVE	SECOND
Mr. Bobbitt	X					X	
Mr. Kownacki	X						
Ms. Perry	X						
Ms. Santos	X						X
Mayor Farmer	X						