

**ORDINANCE 12-2024**

AN ORDINANCE ESTABLISHING A TABLE OF ORGANIZATION AND RANGES OF COMPENSATION FOR  
EMPLOYEES OF THE TOWNSHIP OF EAST HANOVER

BE IT ORDAINED, by the Township Council of the Township of East Hanover in the County of Morris, New Jersey, as follows:

**SECTION 1A.** There is hereby established a table of organization for managerial employees of the Township of East Hanover, setting forth titles established and compensation that shall be on an annual basis within the range, and shall be paid semi-monthly, therefore for the period January 1<sup>st</sup>, 2024, through December 31<sup>st</sup>, 2027:

	<b>Township Administrator</b>	\$	150,000	-	215,000
	<b>Township Clerk</b>	\$	85,000	-	135,000
	<b>Chief Financial Officer/Tax Collector/Purchase Agent</b>	\$	95,000	-	165,000
	<b>Chief of Police</b>	\$	175,000	-	215,000
	<b>Court Administrator</b>	\$	85,000	-	115,000
	<b>Health Officer</b>	\$	85,000	-	175,000
	<b>Construction Official</b>	\$	85,000	-	145,000
	<b>Superintendent of Recreation</b>	\$	85,000	-	135,000
	<b>Superintendent of Public Utilities</b>	\$	85,000	-	160,000
	<b>Superintendent of Public Works</b>	\$	95,000	-	195,000

**SECTION 1B.** In addition to their annual salary, each employee hired prior to January 1, 2012, shall receive longevity compensation computed the rate of two percent (2%) of the current base pay for the completion of each five (5) years of continuous employment up to and including a maximum of eight percent (8%).

Employees with a longevity anniversary date prior to January 1, 1995, shall receive longevity pay at the rate of two (2%) of the current base pay for the completion of each four (4) years of continuous employment up to and including a maximum of ten percent (10%). Employees with a longevity anniversary date prior to January 1, 1995, and thirty-five (35) years of continuous employment with the Township will receive longevity pay at a rate of twelve and half percent (12.5%).

Employees with individual contracts shall receive longevity as per the agreement with a limit of (15%).

Employees hired after January 1, 2012, shall not be eligible for longevity.

**SECTION 2A.** There is hereby established a table of organization for sworn officers of the Township of East Hanover, setting forth titles established and compensation that shall be on an annual basis within the range, and shall be paid semi-monthly, therefore for the period January 1<sup>st</sup>, 2024, through December 31<sup>st</sup>, 2027:

<b>Captain</b>	\$	160,000	-	185,000
<b>Lieutenant</b>	\$	145,000	-	170,000
<b>Sergeant</b>	\$	130,000	-	155,000
<b>Patrolman/Investigative Officer I</b>	\$	125,000	-	140,000
<b>Patrolman/Investigative Officer II</b>	\$	115,000	-	130,000
<b>Patrolman/Investigative Officer III</b>	\$	105,000	-	120,000
<b>Patrolman/Investigative Officer IV</b>	\$	95,000	-	115,000
<b>Patrolman/Investigative Officer V</b>	\$	85,000	-	105,000
<b>Patrolman/Investigative Officer VI</b>	\$	75,000	-	95,000
<b>Patrolman/Investigative Officer VII</b>	\$	65,000	-	90,000
<b>Patrolman/Investigative Officer VIII</b>	\$	60,000	-	80,000
<b>Patrolman/Investigative Officer IX</b>	\$	60,000	-	75,000
<b>Probationary/Academy Graduate</b>	\$	50,000	-	60,000
<b>Probationary/Academy Attendee</b>	\$	50,000	-	55,000

**SECTION 2B.** In addition to their annual salary, each officer hired prior to January 1, 2012, shall receive longevity compensation computed at the rate of two and half percent (2.5%) of the current base pay for the completion of each five (5) years of continuous employment except upon completion of 20 years of service officers shall receive eleven (11%). Upon completion of twenty-four (24) years of service officers shall receive a maximum of twelve and half percent (12.5%).

Officers with a hire date prior to January 1, 2005, shall receive longevity pay at the rates listed in the PBA contract up to and including a maximum of twelve and half percent (12.5%) upon completion of twenty-four (24) years of service.

SOA Members upon completion of twenty-four (24) years of service officers shall receive a maximum of thirteen and half percent (13.5%).

Officers hired after January 1, 2012, shall not be eligible for longevity.

In lieu of time off, each member shall be paid for fourteen (14) holidays per year in an amount equal to one hundred sixty-eight (168) times the member's straight time hourly rate.

**SECTION 3A.** There is hereby established a table of organization for employees covered by the collective bargaining agreement between the Township of East Hanover and the Association of Employees of East Hanover Public Works, setting forth titles established and compensation that shall be on an annual basis within the range, and shall be paid semi-monthly, therefore for the period January 1<sup>st</sup>, 2024, through December 31<sup>st</sup>, 2027:

<b>Grade 1:</b> Laborer 1; Mechanic 1; Administrative Asst.; Utility Operator 1; Equipment Operator 1; Omnibus Operator 1	\$	50,000	-	60,000
<b>Grade 2:</b> Laborer 2; Mechanic 2; Senior Administrative Asst; Utility Operator 2; Equipment Operator 2; Omnibus Operator 2	\$	55,000	-	70,000
<b>Grade 3:</b> Laborer 3; Mechanic 3; Executive Administrative Asst; Utility Operator 3; Equipment Operator 3; Construction Inspector; Omnibus Operator 3	\$	60,000	-	80,000
<b>Grade 4:</b> Laborer 4; Mechanic 4; Senior Executive Administrative Asst; Utility Operator 4; Equipment Operator 4; Senior Construction Inspector; Omnibus Operator 4	\$	75,000	-	95,000
<b>Grade 5:</b> Assistant Foreman & Senior Assistant Foreman	\$	85,000	-	105,000
<b>Grade 6:</b> Foreman	\$	90,000	-	115,000

**SECTION 3B.** In addition to their annual salary, each employee hired prior to January 1, 2012, shall receive longevity compensation computed the rate of two percent (2%) of the current base pay for the completion of each five (5) years of continuous employment up to and including a maximum of eight percent (8%).

Employees with a longevity anniversary date prior to January 1, 1995, and Public Works Foreman shall receive longevity pay at the rate of two (2%) of the current base pay for the completion of each four (4) years of continuous employment up to and including a maximum of ten percent (10%).

Employees hired after January 1, 2012, shall not be eligible for longevity.

**SECTION 4A.** There is hereby established a table of organization for employees covered by the collective bargaining agreement between the Township of East Hanover and the East Hanover Employee Association, setting forth titles established and compensation that shall be on an annual basis within the range, and shall be paid semi-monthly, therefore for the period January 1<sup>st</sup>, 2024, through December 31<sup>st</sup>, 2027:

<b>Grade 1:</b> Administrative Asst.; Dispatcher 1; Utility/Tax Clerk; AP/AR & Purchasing Clerk; Payroll & Benefit Clerk; Information Tech Specialist	\$	45,000	-	55,000
<b>Grade 2:</b> Senior Administrative Asst.; Dispatcher 2; Registered Environmental Health Specialist; Senior Utility/Tax Clerk; Senior AP/AR & Purchasing Clerk; Senior Payroll & Benefit Clerk; Senior Information Tech Specialist; Land Use Secretary; Deputy Court Administrator; Deputy Township Clerk; Deputy Treasurer; Technical Assistant to Construction Official	\$	50,000	-	65,000
<b>Grade 3:</b> Executive Administrative Asst.; Dispatcher 3; Senior Registered Health Specialist; Executive AP/AR & Purchasing Clerk; Senior Deputy Court Administrator; Executive Payroll & Benefit Clerk; Utility Collector/Tax Clerk; Information Technology Manager; Senior Deputy Township Clerk; Senior Deputy Treasurer; Senior Land Use Secretary; Senior Technical Assistant to Construction Official	\$	55,000	-	80,000
<b>Grade 4:</b> Senior Executive Administrative Asst.; Dispatcher 4; Executive Registered Health Specialist; Senior Executive AP/AR & Purchasing Clerk; Executive Deputy Court Administrator; Executive Deputy Township Clerk; Payroll & Benefit Supervisor; Senior Information Tech Manager; Utility Collector & Deputy Tax Collector; Executive Technical Assistant to Construction Official; Executive Deputy Treasurer; Executive Land Use Secretary	\$	70,000	-	85,000
<b>Grade 5:</b> Senior Executive Deputy Treasurer; Senior Executive Deputy Court Administrator; Senior Executive Deputy Township Clerk; Compensation & Benefits Manager; Senior Technical Assistant to Construction Official; Senior Utility Collector & Deputy Tax Collector; Senior Executive Registered Health Specialist; Senior Executive Land Use Secretary;	\$	80,000	-	100,000
<b>Grade 6:</b> Assistant Finance Officer; Assistant Court Administrator; Assistant Township Clerk; Assistant Tax Collector; Human Resource Manager; Assistant Director of Human Services	\$	95,000	-	110,000

**SECTION 4B.** In addition to their annual salary, each employee hired prior to January 1, 2012, shall receive longevity compensation computed the rate of two percent (2%) of the current base pay for the completion of each five (5) years of continuous employment up to and including a maximum of eight percent (8%).

Employees with a longevity anniversary date prior to January 1, 1995, shall receive longevity pay at the rate of two (2%) of the current base pay for the completion of each four (4) years of continuous employment up to and including a maximum of ten percent (10%).

Employees hired after January 1, 2012, shall not be eligible for longevity.

In addition to their annual salary, each Civilian police dispatchers shall receive an annual shift differential payment of \$2,500 in recognition of the dispatcher work schedule with regards to working night shifts, certain holidays, weekends, and shift length.

**SECTION 5.** There is hereby established the following schedule of pensionable or non-pensionable compensation for part-time salaried with the Township of East Hanover for the period January 1<sup>st</sup>, 2024, through December 31<sup>st</sup>, 2027. Part-time salaried positions with the Township of East Hanover are appointed by the Township Mayor, in his or her sole discretion, and are not eligible for benefits including sick, vacation, health, dental, life insurance, and disability with exception of the Mayor and Council Members shall receive life insurance at 3x times salary:

<b>Mayor</b>	\$	10,000	-	40,000
<b>Council Member</b>	\$	10,000	-	35,000
<b>Alternate Deputy Registrar of Vital Statistics</b>	\$	1,500	-	3,000
<b>Alternate Technical Assistant to the Construction Official</b>	\$	1,500	-	3,000
<b>Secretary Environmental Commission</b>	\$	1,500	-	5,000
<b>Tax Assessor</b>	\$	15,000	-	50,000
<b>Plumbing Sub-Code</b>	\$	5,000	-	35,000
<b>Elevator Sub-Code</b>	\$	5,000	-	25,000
<b>Elevator Inspector</b>	\$	10,000	-	35,000
<b>Code Enforcement Official/Assistant Zoning Officer</b>	\$	5,000	-	35,000
<b>Electrical Sub-Code</b>	\$	5,000	-	35,000
<b>Deputy OEM Coordinator</b>	\$	2,500	-	10,000
<b>Emergency Management Coordinator</b>	\$	10,000	-	50,000
<b>Fire Director</b>	\$	40,000	-	75,000
<b>Fire Chief</b>	\$	25,000	-	60,000
<b>Assistant Fire Chief</b>	\$	10,000	-	45,000
<b>Chief of Bureau of Fire Prevention/ Fire Official</b>	\$	25,000	-	60,000
<b>Assistant Fire Marshal</b>	\$	10,000	-	45,000
<b>Crossing Guard</b>	\$	7,500	-	15,000
<b>Municipal Prosecutor</b>	\$	15,000	-	35,000
<b>Municipal Court Judge</b>	\$	30,000	-	50,000
<b>SAC/Summer Supervisor</b>	\$	2,500	-	10,000

The appointment to any of the above referenced part-time salaried positions shall be at will and said appointment may be terminated at the sole discretion of the Township Mayor for any reason or no reason.

The Mayor and Council shall receive an annual reimbursement of \$1,000 for expenses incurred throughout the year due to their official capacities.

**SECTION 6.** There is hereby established the following schedule of pensionable or non-pensionable compensation for part-time hourly positions with the Township of East Hanover for the period January 1<sup>st</sup>, 2024, through December 31<sup>st</sup>, 2027. Part-time hourly positions with the Township of East Hanover are appointed by the Township Mayor, in his or her sole discretion, and are not eligible for benefits including sick, vacation, health, dental, life insurance, and disability:

<b>Administrative Asst.</b>	\$	18.00		35.00
<b>Human Resource &amp; Finance Clerk</b>	\$	18.00	-	35.00
<b>Tax &amp; Utility Clerk</b>	\$	18.00	-	35.00
<b>Land Use/UCC Administrative Asst.</b>	\$	18.00	-	35.00
<b>IT Manager</b>	\$	25.00	-	65.00
<b>Code Enforcement Official</b>	\$	25.00	-	40.00
<b>Electrical Sub-Code</b>	\$	40.00	-	60.00
<b>Police Records Clerk/Administrative Asst.</b>	\$	18.00	-	35.00
<b>Police Chief Secretary</b>	\$	18.00	-	40.00
<b>Police Matron</b>	\$	18.00	-	30.00
<b>Special Law Enforcement Officers III (SLEO)</b>	\$	35.00	-	50.00
<b>Crossing Guard</b>	\$	18.00	-	30.00
<b>Fire Office Administrative Asst.</b>	\$	18.00	-	35.00
<b>Fire Director Secretary</b>	\$	18.00	-	40.00
<b>Fire Inspector</b>	\$	18.00	-	35.00
<b>Public Health Nurse</b>	\$	18.00	-	60.00
<b>Supervisor Public Health Nurse</b>	\$	30.00	-	75.00
<b>Registered Environmental Health Specialist</b>	\$	25.00	-	60.00
<b>DPW Administrative Asst.</b>	\$	18.00	-	35.00
<b>Laborer</b>	\$	18.00	-	30.00
<b>Buildings/Parks Custodian</b>	\$	18.00	-	30.00
<b>Mechanic</b>	\$	18.00	-	30.00
<b>Recycling Yard Asst.</b>	\$	18.00	-	30.00
<b>Omnibus Operator</b>	\$	18.00	-	35.00
<b>Fitness Instructors</b>	\$	18.00	-	60.00
<b>Summer Counselors</b>	\$	15.00	-	20.00
<b>Summer Camp Coordinator</b>	\$	18.00		25.00
<b>Pool Gate Attendants</b>	\$	15.00	-	20.00

	<b>Pool Lifeguards</b>	\$	15.00	-	25.00
	<b>Pool Managers</b>	\$	18.00	-	30.00

The appointment to any of the above referenced part-time hourly positions shall be at will and said appointment may be terminated at the sole discretion of the Township Mayor for any reason or no reason.

**SECTION 7.** There is hereby established the following schedule of pensionable or non-pensionable compensation for stipend positions with the Township of East Hanover for the period January 1<sup>st</sup>, 2024, through December 31<sup>st</sup>, 2027. Stipend positions with the Township of East Hanover are appointed by the Township Mayor, in his sole discretion, and are not eligible for benefits including sick, vacation, health, dental, life insurance, and disability:

	<b>Registrar of Vital Statistics</b>	\$	1,500	-	6,000
	<b>Deputy Registrar of Vital Statistics</b>	\$	1,500	-	4,500
	<b>Assistant Administrator</b>	\$	5,000	-	25,000
	<b>Tax &amp; Assessment Search Officer</b>	\$	1,500	-	5,000
	<b>Deputy Technical Asisstant to Construction Official</b>	\$	1,500	-	5,000
	<b>OEM Administrative Asst.</b>	\$	5,000	-	20,000
	<b>COAH Municipal Housing Liaison</b>	\$	2,500	-	12,500
	<b>COAH Trust Fund Monitor</b>	\$	1,500	-	5,000
	<b>Recycling Coordinator</b>	\$	2,500	-	7,500
	<b>Clean Communities Coordinator</b>	\$	2,500	-	7,500
	<b>Certified Health Education Specialist</b>	\$	2,500		7,500

Attest:

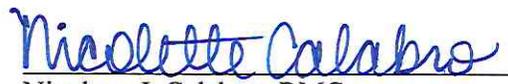
TOWNSHIP OF EAST HANOVER

  
 Nicolette J. Calabro, RMC  
 Township Clerk

  
 Joseph Pannullo, Mayor

Introduced: July 1, 2024  
 Adopted: August 5, 2024

I, Nicolette J. Calabro, RMC, Township Clerk of the Township of East Hanover, County of Morris, do hereby certify the foregoing to be a true copy of an Ordinance adopted by the Township Council at a duly convened meeting held on August 5, 2024.

  
 Nicolette J. Calabro, RMC  
 Township Clerk

