BOROUGH OF METUCHEN

NOTICE OF INTRODUCTION OF ORDINANCE

Notice is hereby given that at a regular meeting of the Borough Council of the Borough of Metuchen held on August 17, 2026, the following ordinance was introduced and passed on First Reading:

Ord. 2026-14 ORDINANCE TO SET THE MINIMUM AND MAXIMUM WAGE RANGES FOR CERTAIN BOROUGH EMPLOYEES, AMENDING ORD 2026-10

The ordinance is attached to this notice. Copies of said ordinance may also be obtained from the Borough Clerk. The ordinance will be considered for final adoption by said Borough Council at the regular meeting to be held at Borough Hall, 500 Main Street, Metuchen, NJ on Monday, September 14, 2026 at 7:30 p.m. at which time and place all interested persons will be given an opportunity to be heard concerning the same.

Deborah Zupan, RMC, Borough Clerk

August 18, 2026

ORDINANCE 2026-14

Borough of Metuchen
County of Middlesex
State of New Jersey

ORDINANCE TO SET THE MINIMUM AND MAXIMUM WAGE RANGES FOR CERTAIN BOROUGH EMPLOYEES, AMENDING ORDINANCE 2026-10

BE IT ORDAINED, by the Mayor and Council of the Borough or Metuchen, that Ordinance 2026-10 be repealed and replaced with this ordinance to set the salary authorizations for the calendar year 2026, effective January 1, 2026.

A. The following official employment designations are hereby confirmed and the range of compensation of each officer and employee of the Borough of Metuchen shall be:

POSITION	MINIMUM	MAXIMUM	PER
Mayor	$10,000.00	$20,000.00	Year
Councilmember	$5,000.00	$10,000.00	Year
Borough Administrator	$100,000.00	$210,000.00	Year
Director of Special Projects	$70,000.00	$100,000.00	Year
Director of Economic Development	$85,000.00	$120,000.00	Year
Project Manager	$50,000.00	$100,000.00	Year
Borough Clerk	$75,000.00	$115,000.00	Year
Chief Financial Officer/Tax Collector/QPA	$100,000.00	$200,000.00	Year
Tax Assessor	$75,000.00	$110,000.00	Year
Public Works Director	$85,000.00	$190,000.00	Year
Public Works Superintendent	$80,000.00	$140,000.00	Year
Public Works Supervisor	$75,000.00	$130,000.00	Year
Chief of Police	$170,000.00	$250,000.00	Year
Police Captain	$160,000.00	$220,000.00	Year
Police Lieutenant	$150,000.00	$205,000.00	Year
Court Administrator	$75,000.00	$110,000.00	Year
Director of Recreation	$50,000.00	$100,000.00	Year
Senior Citizen Director	$45,000.00	$100,000.00	Year

Director of Recreation/Senior Services	$70,000.00	$110,000.00	Year
Program Coordinator of Recreation/Senior Services	$45,000.00	$85,000.00	Year
Administrative Assistant	$42,000.00	$75,000.00	Year
Zoning Officer	$65,000.00	$90,000.00	Year
TACO Administrative Officer	$50,000.00	$95,000.00	Year
Administrative Manager	$50,000.00	$90,000.00	Year
Deputy Court Administrator	$42,000.00	$65,000.00	Year
Manager of Constituency Relations/Borough Operations	$55,000.00	$85,000.00	Year
Violations Clerk	$40,000.00	$60,000.00	Year
QPA	$6,000.00	$15,000.00	Year
Finance Clerk	$40,000.00	$65,000.00	Year
Senior Finance Specialist	$50,000.00	$100,000.00	Year
Finance Specialist	$45,000.00	$90,000.00	Year
Multi-Media & Communication Director	$65,000.00	$110,000.00	Year
Janitor	$35,000.00	$50,000.00	Year
Enforcement Official	$40,000.00	$60,000.00	Year
Land Use Administrator	$50,000.00	$90,000.00	Year
Mileage/Car Use Stipend - at Borough Administrator discretion		$2,000.00	Year
Field Inspector	$50,000.00	$80,000.00	Year
Assistant Tax Assessor	$60,000.00	$100,000.00	Year
Parking Enforcement Officer	$35,000.00	$55,000.00	Year

POSITION – PART TIME	**MINIMUM**	**MAXIMUM**	**PER**
Broadcast Technician	$25,000.00	$35,000.00	Year
Public Works Administrator	$110,000.00	$120,000.00	Year
Assistant QPA	$50.00	$75.00	Hour
Bus Driver	$20,00	$30.00	Hour
Part-Time Clerk Office Assistant	$15.92	$30.00	Hour

Part-Time Violations Clerk	$19.00	$33.00	Hour
Janitor, Firehouse	$15.92	$30.00	Hour
Fire Official (Fire Prevention)	$6,000.00	$40,000.00	Year
Fire Inspector (Fire Prevention)	$5,000.00	$20,000.00	Year
Office of Emergency Management Director	$6,000.00	$65,000.00	Year
Office of Emergency Management Deputy Coordinator	$1,000.00	$1,500.00	Stipend
Registrar	$5,000.00	$17,000.00	Year
Deputy Registrar	$3,000.00	$11,000.00	Year
School Crossing Guard	$19.00	$30.00	Hour
Municipal CARES Coordinator	$6,000.00	$10,000.00	Year
C-3 Sanitary Sewer Collection System Operator	$6,000.00	$10,000.00	Year
Per Diem Clerical	$15.92	$30.00	Hour
Public Works Summer Help	$15.92	$30.00	Hour
Parking Enforcement Officer	$19.00	$30.00	Hour
Police Auxiliary Officer	$500.00	$1,500.00	Stipend
Police Aide	$30.00	$40.00	Hour

CONSTRUCTION INSPECTORS/OFFICIALS

POSITION	MINIMUM	MAXIMUM	PER
Construction Official	$40.00	$70.00	Hour
Plumbing Subcode Official	$25.00	$50.00	Hour
Plumbing Inspector	$45.00	$70.00	Hour
Electrical Subcode Official	$25.00	$50.00	Hour
Electrical Inspector	$45.00	$70.00	Hour
Fire Subcode Official	$25.00	$50.00	Hour
Fire Inspector	$45.00	$70.00	Hour
Building Subcode Official	$25.00	$50.00	Hour
Building Inspector	$45.00	$70.00	Hour
Alternate Subcode Official	$25.00	$50.00	Hour

Alternate Inspector	$40.00	$70.00	Hour
Special Inspections	$20.00	$20.00	Hour

COURT ADMINISTRATION

POSITION	MINIMUM	MAXIMUM	PER
Municipal Court Judge	$25,000.00	$50,000.00	Year
Municipal Public Defender	$15,000.00	$30,000.00	Year

RECREATION PT

POSITION	MINIMUM	MAXIMUM	PER
Lacrosse Director	$30.00	$40.00	Hour
Field Hockey Director	$30.00	$40.00	Hour
Field Hockey Coach	$20.00	$30.00	Hour
Field Hockey Referee	$15.92	$15.92	Hour

RECREATION SEASONAL

POSITION	MINIMUM	MAXIMUM	PER
Tennis Instructor	$15.23	$16.00	Hour
Tennis Director	$75.00	$85.00	Hour
Art Director	$50.00	$75.00	Hour
Cooking Director	$40.00	$50.00	Hour
Camp Director	$35.00	$45.00	Hour
Assistant Camp Director	$25.00	$30.00	Hour
Camp Counselor	$15.23	$16.00	Hour
Recreation Assistant	$15.23	$16.00	Hour
Soccer Camp Director	$35.00	$50.00	Hour
Soccer Counselor	$15.23	$16.00	Hour
Soccer Trainer	$20.00	$30.00	Hour
Track Camp Director	$30.00	$40.00	Hour

Track Advisor	$25.00	$30.00	Hour
Track Specialist	$20.00	$30.00	Hour
Basketball Director	$30.00	$50.00	Hour
Basketball Referee	$25.00	$30.00	Hour
Junior Referee	$15.23	$16.00	Hour
Umpire	$30.00	$30.00	Hour

POOL SEASONAL

POSITION	MINIMUM	MAXIMUM	PER
Pool Manager	$6,000.00	$15,000.00	Season
Assistant Manager	$3,500.00	$10,000.00	Season
Aquatics/Activities Director	$3,000.00	$10,000.00	Season
Head Swim Team Coach *	$2,000.00	$6,000.00	Season
Assistant Swim Team Coach	$1,000.00	$5,000.00	Season
Swim Team Assistant	$750.00	$2,000.00	Season
Head Diving Coach	$1,500.00	$3,000.00	Season
Assistant Diving Coach	$1,100.00	$3,000.00	Season
Pre-Season Rate	$15.23	$15.23	Hour
Swim Instructor	$15.23	$15.23	Hour
Head Lifeguard	$17.25	$17.25	Hour
Lifeguard	$15.70	$15.70	Hour
Head Gate Attendant	$15.38	$15.38	Hour
Gate Attendant/Maintenance	$15.23	$15.23	Hour
Head Maintenance	$15.93	$15.93	Hour
*Position not filled when Aquatics/Activities Director position is filled and acts as Head Coach			

LIBRARY PERSONNEL

SALARY ADJUSTMENT AND INCREASE PER LIBRARY BOARD OF TRUSTEES

POSITION	MINIMUM	MAXIMUM	PER
FT Library Director	$107,000.00	$145,000.00	Year
FT Interim Director	$85,000.00	$120,000.00	Year
FT Supervising Librarian	$90,000.00	$106,000.00	Year
FT Principal Librarian	$75,000.00	$90,000.00	Year
FT Senior Librarian (Youth, Adult, User Services, Tech Services, Etc.)	$65,000.00	$77,000.00	Year
FT Librarian (Youth, Adult, User Services, Tech Services, Etc.)	$60,000.00	$72,000.00	Year
FT Supervising Library Assistant (Circulation Supervisor)	$52,390.00	$65,000.00	Year
FT Library Associate	$45,000.00	$58,000.00	Year
FT Principal Library Assistant	$43,000.00	$56,000.00	Year
FT Senior Library Assistant	$37,000.00	$45,000.00	Year
FT Library Assistant	$30,920.00	$42,000.00	Year
FT Children's Specialist	$41,000.00	$54,000.00	Year
FT Technical Services Assistant	$41,000.00	$54,000.00	Year
FT Communications and Outreach Coordinator	$41,000.00	$54,000.00	Year
FT Technology Assistant	$43,000.00	$56,000.00	Year
PT Senior Librarian (Youth, Adult, User Services, Tech Services, Etc.)	$35.71	$42.30	Hour
PT Librarian (Youth, Adult, User Services, Tech Services, Etc.)	$32.97	$39.56	Hour
PT Supervising Library Assistant	$28.78	$35.71	Hour
PT Library Associate	$24.72	$31.87	Hour
PT Senior Library Assistant	$20.32	$24.72	Hour
PT Library Assistant	$16.99	$23.08	Hour
PT Technical Services Assistant	$22.53	$29.67	Hour
PT Communications and Outreach Coordinator	$22.53	$29.67	Hour
PT Technology Assistant	$23.63	$30.71	Hour
PT Library Bookkeeper	$26.00	$32.98	Hour
PT Library Page	$16.00	$22.00	Hour

B. The hourly range of compensation for the **Department of Public Works** positions hereinafter named shall be as follows, all payable bi-weekly installments except as otherwise provided for:

POSITION	MINIMUM	MAXIMUM
Parking Maintenance	$36.09	$40.05
Pump Operator	$36.64	$40.65
Maintenance Repair Person	$36.37	$40.36
Assistant Maintenance Repair Person	$34.90	$38.75
Master Mechanic	$36.09	$40.05
Heavy Equipment Operator	$36.09	$40.05
Head Forestry	$36.09	$40.05
Assistant Equipment Operator	$34.90	$38.75
Forestry	$34.90	$38.75
Assistant Mechanic	$34.90	$38.75
Assistant Pump Operator	$34.90	$38.75
Park Worker	$36.09	$40.05
Assistant Park Worker	$34.90	$38.75
Drivers	$33.93	$37.69
Laborers	$32.88	$36.54

Additional compensation by way of longevity, overtime, sick days, personal days, insurance benefits and other matters related thereto are fully set forth in the collective bargaining agreement and are hereby incorporated in this ordinance.

C. The salary range of compensation of all officers of the **Police Department** hereinafter named shall be as follows, all payable in equal bi-weekly installments except as otherwise provided for:

POSITION	MINIMUM	MAXIMUM
Sergeant	$137,266.00	$155,998.00
Detective	$129,823.00	$147,539.00
Patrol Officer	$49,002.00	$143,139.00
Academy	$33,113.60	$33,113.60

Additional compensation by way of Corporal assignment, longevity, overtime, sick days, personal days, insurance benefits, and other matters related are fully set forth in the collective bargaining agreement and are hereby incorporated in this ordinance.

1. Additional compensation by way of overtime, sick days, personal days, insurance benefits for full-time employees not covered in the collective bargaining agreements are fully set forth in the Personnel Handbook and amendments thereto previously adopted by the Borough Council and are hereby incorporated in this Ordinance.

2. No officer or employee shall be paid at a base rate which is above the maximum rate for any salary range in any of the aforementioned groups. Unless otherwise provided for all new employees or newly promoted employees shall be paid at the minimum rate of the salary range for the position to which they are hired. However, the Borough Administrator may hire a prospective employee who possesses qualifications that are greater than the minimum qualifications for the position at a rate above the minimum rate, but in no case shall a new employee be hired at a rate which is greater than that of a current employee in the same group.

3. This Ordinance shall supersede and replace all prior Salary Ordinances and Amendment thereto. Upon the effective date of this Ordinance, any and all prior Salary Ordinances and amendments thereto and all salaries and compensation authorized therein shall have no further effect. The within Ordinance represents the salaries and compensation to be received by current employees, exiting employees and offices or those anticipated to be filled in the near future. In the event that an existing office or position is currently vacant, and a salary or compensation is not set forth in this Ordinance, this salary Ordinance shall be amended to create a salary and/or salary range for such position or office prior to said position or office being filled.

4. If any portion of this ordinance is in conflict with any portion of a collective bargaining agreement, then the collective bargaining agreement shall take precedence.

5. All ordinances and parts of ordinances inconsistent with the provisions of this Ordinance are hereby repealed.

6. This ordinance shall take effect after its publication according to law and the amendments contained herein shall be retroactive to January 1, 2026.