

ORDINANCE 2026-03

*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 2026-01

BE IT ORDAINED, by the Mayor and Council of the Borough of Metuchen, that Ordinance 2026-01 be repealed and replaced with this ordinance to set the salary authorizations for the calendar year 2026, effective January 1, 2026.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 |
| 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 |

| 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 Drivers | \$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 Inspectors (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 Guards | \$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 Officials | \$25.00 | \$50.00 | hour |
| Alternate Inspectors | \$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 Counselors | \$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 Managers | \$3 500.00 | \$10,000.00 | season |
| Aquatics 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 |
| Activities Director | \$3,000.00 | \$, 6 000.00 | 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 | \$15.23 | \$15.23 | Hour |
| Head Maintenance | \$15.93 | \$15.93 | Hour |

| | | | |
|--|---------|---------|------|
| Maintenance | \$15.23 | \$15.23 | hour |
| *Position not filled when Aquatics Director position is filled and acts as Head Coach. | | | |

LIBRARY PERSONNEL

SALARY ADJUSTMENT AND INCREASE PER LIBRARY BOARD OF TRUSTEES

LIBRARY PERSONNEL

SALARY ADJUSTMENT AND INCREASE PER LIBRARY BOARD OF TRUSTEES

| POSTION | 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 public works positions hereinafter named shall be as follows, all payable in 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 |
| Parks Worker | \$36.09 | \$ 40.05 |
| Assistant Park Worker | \$ 34.90 | \$ 38.75 |
| Drivers | \$33.93 | \$ 37.69 |
| Laborer | \$ 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 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 Amendments 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 all current, 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.

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Introduction: February 9, 2026
 Date of Publication: February 13, 2026

| COUNCILMEMBER | YES | NO | NV | AB | COUNCILMEMBER | YES | NO | NV | AB | |
|--------------------|-------|----|----|------------|---------------|-----|----------------|----|----|--|
| BRANCH | | | | X | JETHWANI | X | | | | |
| DELIA | X | | | | KANDEL | X | | | | |
| HYMAN | X | | | | SUCHAN | X | | | | |
| MOTION | DELIA | | | SECOND | | | KANDEL | | | |
| X – INDICATES VOTE | | | | AB- ABSENT | | | NV- NOT VOTING | | | |

I hereby certify the foregoing to be a true copy of an ordinance introduced by the Borough Council of the Borough of Metuchen, Middlesex County, New Jersey at a regular meeting held on February 9, 2026.

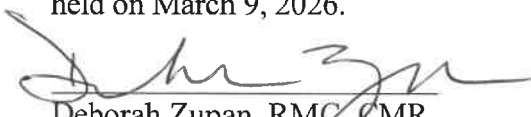

 Deborah Zupan, RMC, CMR
 Borough Clerk

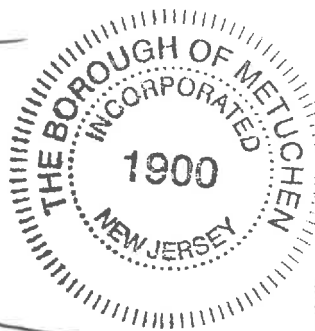


Adopted: March 9, 2026
 Date of Publication: March 10, 2026

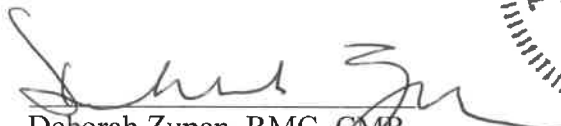
| COUNCILMEMBER | YES | NO | NV | AB | COUNCILMEMBER | YES | NO | NV | AB | |
|--------------------|--------|----|----|------------|---------------|-----|----------------|----|----|--|
| BRANCH | | | | X | JETHWANI | X | | | | |
| DELIA | X | | | | KANDEL | X | | | | |
| HYMAN | X | | | | SUCHAN | X | | | | |
| MOTION | KANDEL | | | SECOND | | | HYMAN | | | |
| X – INDICATES VOTE | | | | AB- ABSENT | | | NV- NOT VOTING | | | |

I hereby certify the foregoing to be a true copy of an ordinance adopted by the Borough Council of the Borough of Metuchen, Middlesex County, New Jersey at a regular meeting held on March 9, 2026.

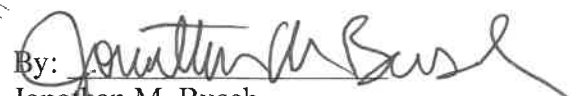

 Deborah Zupan, RMC, CMR
 Borough Clerk



ATTEST:


 Deborah Zupan, RMC, CMR
 Borough Clerk

BOROUGH OF METUCHEN

By: 
 Jonathan M. Busch
 Mayor