

ORDINANCE# 2026-03

AN ORDINANCE TO AMEND THE ESTABLISHED MINIMUM AND MAXIMUM SALARIES FOR OFFICERS AND EMPLOYEES OF THE TOWNSHIP OF HARDYSTON TO PROVIDE THE METHOD FOR THE PAYMENT OF ANNUAL SALARY INCREMENTS IN THE DISCRETION OF THE TOWNSHIP COUNCIL

BE IT ORDAINED by the Township Council of the Township of Hardyston as follows:

Section 1. The minimum and maximum salary range for officers or employees of the Township of Hardyston who are employed on an annual salary basis shall be and is hereby fixed as follows:

POSITION	MINIMUM SALARY	MAXIMUM SALARY
Township Council	\$4,000.00	\$7,500.00
Marriage/Civil Union Stipend	\$50.00	\$250.00
Township Manager	\$85,000.00	\$223,000.00
Deputy Manager	\$8,000.00	\$85,000.00
Municipal Clerk/Registrar/Search Officer	\$40,000.00	\$105,000.00
Deputy Registrar/Deputy Clerk	\$2,500.00	\$50,000.00
Director of Public Works	\$75,000.00	\$153,000.00
Laborer	\$41,000.00	\$90,000.00
Water/Sewer Operator	\$80,000.00	\$115,000.00
Foreman	\$85,000.00	\$100,000.00
Crew Chief	\$81,000.00	\$95,000.00
Custodian	\$7,000.00	\$42,000.00
Police Chief	\$165,000.00	\$239,000.00
Acting Police Chief	\$150,000.00	\$225,000.00
Police Captain	\$145,000.00	\$201,000.00
Police Lieutenant	\$140,000.00	\$183,000.00
Police Sergeant	\$132,000.00	\$166,000.00
Patrolman	\$39,700.00	\$151,000.00
Detective Stipend	\$1,000.00	\$3,000.00
Chief Financial Officer/Treasurer	\$25,000.00	\$80,000.00
Assistant to the Finance Officer	\$31,200.00	\$70,000.00
Tax Collector/Search Officer	\$45,000.00	\$100,000.00
Tax Assessor	\$25,000.00	\$75,000.00
Municipal Planner	\$50,000.00	\$115,000.00
Radio Dispatcher/Clerk	\$47,600.00	\$89,000.00
Land Use Administrator	\$35,000.00	\$95,000.00
Construction Code Official	\$55,000.00	\$165,000.00
Building Subcode Official	\$35,000.00	\$125,000.00

Confidential Assistant	\$45,000.00	\$85,000.00
Secretary/Administrative	\$15,000.00	\$75,000.00
Secretary/Clerical	\$12,000.00	\$65,000.00
Municipal Court Administrator	\$35,000.00	\$75,000.00
Municipal Court Magistrate	\$20,000.00	\$45,000.00
Zoning Officer	\$5,000.00	\$50,000.00
Recycling Coordinator	\$1.00	\$15,000.00
Fire Official	\$25,000.00	\$95,000.00
Assistant Fire Official	\$15,000.00	\$50,000.00
Fire Prevention Inspector/Specialist	\$5,000.00	\$60,000.00
Emergency Management Coordinator	\$5,000.00	\$25,000.00

Section 2. The minimum and maximum rates of compensation for each employee or class of employees who are employed on an hourly basis shall be and are hereby fixed as follows:

POSITION	MINIMUM HOURLY	MAXIMUM HOURLY
Intern	\$20.00	\$25.00
Part-time Radio Dispatcher	\$22.00	\$42.00
Municipal Court Officer	\$20.00	\$35.00
Municipal Court Clerk	\$17.00	\$30.00
Temporary/Part-time Subcode Official	\$15.00	\$65.00
Temporary/Part-time Sub-Code Inspector	\$15.00	\$40.00
Temporary Fire Official	\$25.00	\$40.00
Seasonal/Temporary Confidential Assistant	\$23.00	\$35.00
Seasonal/Temporary Administrative Secretary	\$18.00	\$30.00
Seasonal/Temporary Clerical	\$16.00	\$20.00
Assistant to Recreation Director	\$15.00	\$20.00
Recreation Program Presenter	\$15.00	\$28.00
Recreation On-Call Staff	\$15.00	\$18.00
Seasonal Laborer/Drivers	\$16.00	\$30.00

Section 3. Any officer or employee of the Township of Hardyston who is at any time receiving less than the maximum compensation or salary as hereinabove provided may, as hereinafter provided, be given an additional annual increment of salary until the maximum salary has been reached.

Section 4. No officer or employee shall be entitled to receive an additional increment of salary until the same has been approved by resolution of the Township Council, and no officer or employee shall receive more than one (1) additional increment of salary in any one calendar year.

Section 5. Nothing herein contained shall be so construed as to make mandatory the payment of annual salary increments to any officer or employee of the Township of Hardyston. Salary or wage increases shall be contingent upon the availability of funds and shall be granted on a merit basis.

Section 6. The Township Council reserves the right to pay a salary to any new employee during his or her probationary period of ninety (90) days which may be less than the minimum rate of salary or compensation as herein above provided. However, upon the satisfactory completion of such probationary period said employee shall be paid not less than the minimum salary provided for the particular office or employment.

Section 7. The Township Council further reserves the right to pay a salary to any new employee at any figure between the minimum and maximum salary provided for such office or position and not necessarily the minimum salary.

Section 8. The adoption of this Ordinance shall not operate to either increase or decrease the present pay of any officer or employee of the Township of Hardyston, and the salaries or compensations provided by existing ordinances shall remain in full force and effect until such time as the Township Council may grant and approve such additional increments of salary as may be deemed advisable pursuant to the terms of this Ordinance. A resolution of the Township Council establishing specific salaries or wages may be made retroactive to January 1st of the year in which the resolution is adopted.

Section 9. Salaries shall be paid in the same manner and the same time as heretofore provided by ordinance.

Section 10. All ordinances or parts of ordinances which may be inconsistent with the terms of this ordinance are to the extent of such inconsistency hereby repealed.

NOTICE

The ordinance published herewith was introduced and passed upon first reading at a meeting of the governing body of the Township of Hardyston, in the County of Sussex, New Jersey, held on February 25, 2026. It will be further considered for final passage after public hearing thereon, at a meeting of said governing body to be held in the Municipal Building, 149 Wheatsworth Road, Hardyston, New Jersey on March 25, 2026 at 7:00 p.m., or as soon thereafter as said matter can be reached, at which time and place all persons who may be interested therein will be given an opportunity to be heard concerning the same.

Jane Bakalarczyk, RMC/CMC
Municipal Clerk