

CITY OF CAPE MAY, COUNTY OF CAPE MAY, STATE OF NEW JERSEY

ORDINANCE NO. 580-2025

**AN ORDINANCE TO UPDATE THE UNIFORM SALARY
AND CLASSIFICATION PLAN FOR THE DEPARTMENT
OF PERSONNEL POSITIONS IN THE CITY OF CAPE MAY**

WHEREAS, New Jersey Statutes and regulations promulgated by the New Jersey Department of Personnel require the governing body to adopt by ordinance an updated Uniform Salary and Classification Plan for all positions of employment in the municipal government of the City of Cape May. Said regulations provide that copies of the following schedules and specifications be placed on file in the Office of the City Clerk upon the introduction of this ordinance, which copies are to remain on file, are made a part hereof without the inclusion of the test thereof herein, and they are to be available during all regular business hours for examination by the public:

Schedule 1 – Alphabetical listing of titles and salary ranges in the classified and unclassified service, with statutory provisions placing positions in said unclassified service

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Cape May as follows:

Section 1. All ordinances concerning salary, wages, and payroll classifications heretofore adopted are specifically repealed, and any titles not listed herein are abolished.

Section 2. The following alphabetical listings of all positions and salary ranges are hereby adopted and are applicable to all employees of the City of Cape May. (See Schedule 1)

Section 3. The adoption of this ordinance shall operate to establish minimum and maximum limits of salary ranges for each title only to those employees who have satisfactorily performed the duties of their positions; and that any changes in salary may be granted or withheld at the discretion of the appointing authority.

Section 4. Payments on the basis of the salary ranges and titles hereby adopted for each and every class on the schedules are contingent upon budgetary appropriations and availability of funds.

Section 5. This ordinance shall take effect after publication, public hearing, and final passage as required by law.

ATTEST:



Erin C. Burke, City Clerk

CITY OF CAPE MAY, a municipal corporation
of the State of New Jersey

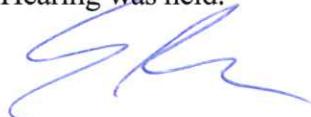
BY:



Zachary M. Mullock, Mayor

NOTICE

Ordinance 580-2025 was introduced at a regular meeting of the City Council of the City of Cape May, held on October 7, 2025, was tabled on November 3, 2025, was amended and reintroduced on November 17, 2025, and was further considered for final passage during a meeting of the City Council, held at the Cape May City Hall Auditorium, 643 Washington Street, Cape May, New Jersey, on December 16, 2025 at 5:30 P.M. at which time a Public Hearing was held.



Erin C. Burke, City Clerk

Roll Call	Ayes	Nays	Absent	Abstain	Motion	Second
Meier	X					
McDade	X				X	
Bodnar	X					X
Baldwin	X					
Mullock	X					

Introduced: October 7, 2025
1st Publication: October 15, 2025
Tabled: November 3, 2025
Amended and Reintroduced: November 17, 2025
2nd Reading & Adoption: December 16, 2025
Final Publication: December 24, 2025
Effective Date: January 13, 2025

Cc: All departments
City Manager

SCHEDULE 1

N.J.S.A	CACD	TITLE	MIN.	MAX.
40:69a-122	07451	Chief Financial Officer	100,000.00	159,000.00
40:69A-93	01233	City Manager	10,000.00	168,000.00
	06977	Confidential Assistant	40,000.00	85,000.00
	5500	Confidential Aide	40,000.00	85,000.00
40:69A-117	01381	Council Member	8,000.00	10,000.00
	01509	Deputy Municipal Clerk	35,000.00	70,000.00
		Deputy City Manager	10,000.00	125,000.00
2A:8-5	02219	Judge of Municipal Court	30,000.00	50,000.00
40:69A-117	02428	Mayor	8,000.00	15,000.00
40:69A-133	02521	Municipal Clerk	50,000.00	123,000.00
40:69A-122	05079	Municipal Emergency Management	2,000.00	8,000.00
		Coordinator - (PT- Per Year)		
	06328	Municipal Engineer	75,000.00	200,000.00
	06935	Recreation Director	50,000.00	123,000.00
		(Director of Mktg, Comm & Event Sales)		
	03125	School Traffic Guard (P/T)	50.00 per day	
40:69A-122	06895	Special Law Enforcement Officer (P/T per hour)	16.00	21.00
40:69A-122	06895	Special Law Enforcement Officer	45,000.00	45,321.00
40:69A-122	04120	Tax Assessor	50,000.00	95,000.00
40:69A-122	04124	Tax Collector	50,000.00	109,000.00
	00001	Account Clerk	43,000.00	68,000.00
	00020	Administrative Clerk	49,000.00	74,000.00
	01245	Assessing Clerk- Clerk 1	38,000.00	63,000.00
	00317	Assistant Assessor	20.00	30.00

		Assistant Director of Marketing Comm & Event Sales	65,000.00	85,000.00
	05728	Assistant Construction Official	36,000.00	61,000.00
	00624	Assistant Municipal Manager	10,000.00	125,000.00
	00627@	Assistant Municipal Tax Collector	44,000.00	69,000.00
	00628@	Assistant Municipal Treasurer	45,000.00	90,000.00
	00671	Assistant Public Works Superintendent	50,000.00	110,000.00
	00682@	Assistant Recreation Supervisor	45,000.00	75,000.00
	06467	Assistant Supervisor Building Service	50,000.00	75,000.00
	06467	Assistant Supervising Carpenter	50,000.00	75,000.00
	07337	Assistant Supervising Maintenance Repairer	50,000.00	75,000.00
	06728	Assistant Supervising Mechanic	50,000.00	75,000.00
	06651	Assistant Supervisor Public Works	55,000.00	100,000.00
	06817	Assistant Supervisor Traffic Maintenance	50,000.00	75,000.00
	00811	Assistant Water/Sewer Utility Superintendent	50,000.00	75,000.00
		Beach Tag Inspector (Seasonal- per Hour)	15.49	24.00
		Beach Tag Supervisor	30,000.00	70,000.00
	00924	Building Inspector	32,000.00	85,000.00
	05048	Building Subcode Official- Part Time (per hour)	24.52	55.00
	00952	Business Manager	70,000.00	76,000.00
	00970	Carpenter	44,000.00	70,000.00
	01220	Chief Water Treatment Plant Operator	60,000.00	125,000.00
	01245	Clerk 1	38,000.00	63,000.00
	02147	Clerk 2	41,000.00	66,000.00
	02773	Clerk 3	43,000.00	68,000.00
	07594	Code Enforcement Officer Trainee	45,000.00	60,000.00
	07594	Code Enforcement Officer (Seasonal - Per hour)	19.00	30.00
	07594	Code Enforcement Officer (P/T -Per Hour)	20.00	30.00
	01285	Code Enforcement Officer	47,000.00	72,000.00
	05045	Construction Official	60,000.00	160,000.00
	01453	Custodial Worker	38,000.00	63,000.00
	01506	Deputy Fire Chief	60,000.00	165,000.00

	07796	Deputy Municipal Court Admin.	51,000.00	76,000.00
	01520	Deputy Registrar of Vital Statistics	43,000.00	68,000.00
	01699	Electrical Inspector (P/T- Per Hour)	25.00	50.00
	05046	Electrical Sub-Code Official (P/T - Per Hour)	25.00	50.00
	01706	Electrician	47,000.00	72,000.00
	01710	Electricians Helper	38,000.00	63,000.00
	01746	Equipment Operator	44,000.00	69,000.00
	05947	Equipment Operator/Water Repairer	44,000.00	69,000.00
		Event Sales & Operations Coordinator	42,000.00	75,000.00
	01837	Fire Chief	80,000.00	175,000.00
	01839	Fire Fighter	50,000.00	145,000.00
	01839	Fire Fighter (P/T- Per Hour)	17.00	50.00
	01843	Fire Lieutenant	112,000.00	135,000.00
	06350	Fire Official (P/T)	38,000.00	100,000.00
	06555	Fire Official/Housing Inspector (P/T)	38,000.00	100,000.00
	06536	Fire Prevention Specialist (P/T)	33,000.00	55,000.00
	06536	Fire Prevention Specialist (Seasonal- Per Hour)	15.49	30.00
	05013	Fire Protection Sub-Code Official	51,000.00	76,000.00
	01883	Gardener	40,000.00	65,000.00
	02001@	Heavy Equipment Operator	47,000.00	72,000.00
	01268	Keyboarding Clerk 1	38,000.00	63,000.00
	03256@	Keyboarding Clerk 2	41,000.00	66,000.00
	02781	Keyboarding Clerk 3	45,000.00	70,000.00
	02248	Laborer 1	38,000.00	63,000.00
	02248	Laborer 1 (P/T- Per Hour)	18.27	30.29
	02248	Laborer 1 (Seasonal)	18.27	30.29
	06634	Laborer 2	40,000.00	65,000.00
	06633	Laborer 3	42,000.00	67,000.00
	02297	Lifeguard (Seasonal- Per Hour)	18.75	26.00
	02297	Lifeguard (Captain)(Seasonal)	33,000.00	58,000.00
	02297	Lifeguard (Chief) (Seasonal)	40,000.00	75,000.00
	00297	Lifeguard (Lieutenant) (Seasonal - Per Hour)	21.60	27.18
	02434	Mechanic	44,000.00	69,000.00
	02440	Mechanic (Diesel)	47,000.00	72,000.00
	02456@	Mechanics Helper	38,000.00	63,000.00

	05565	Motor Broom Driver	42,000.00	67,000.00
	07795	Municipal Court Administrator	50,000.00	90,000.00
	02589	Painter	44,000.00	69,000.00
	07305	Parking Enforcement Officer (P/T- Per Hour)	15.49	24.00
	02634	Payroll Clerk	43,000.00	68,000.00
	<u>02648@</u>	Personnel Assistant	60,000.00	90,000.00
	02693	Plumber	45,000.00	70,000.00
	05056	Plumbing Subcode Official (P/T- Per Hour)	25.00	50.00
	02718	Police Captain	140,000.00	185,000.00
	02719	Police Chief	140,000.00	195,000.00
	02727	Police Lieutenant	138,000.00	165,000.00
	02728	Police Officer	45,322.00	113,000.00
	02739	Police Sergeant	120,382.00	135,000.00
	02755	Principal Account Clerk	47,000.00	72,000.00
	04939	Principal Payroll Clerk/Clerk 3	43,000.00	93,000.00
	04399	Program Coordinator Special Events	54,000.00	79,000.00
	06925	Program Development Specialist Human Resources	80,000.00	88,000.00
	02923	Public Information Assistant	54,000.00	79,000.00
	02927	Public Information Officer	54,000.00	91,000.00
	02935	Public Works Repairer	45,000.00	70,000.00
	02936	Public Works Superintendent	60,000.00	128,000.00
	02948	Purchasing Agent	57,000.00	82,000.00
	56562	Records Support Technician 1	38,000.00	63,000.00
	56563	Records Support Technician 2	41,000.00	66,000.00
	56564	Records Support Technician 3	43,000.00	68,000.00
	<u>56565</u>	Records Support Technician 4	45,000.00	70,000.00
	02983	Recreation Aide	38,000.00	63,000.00
	02983	Recreation Aide (P/T- Per Hour)	15.39	30.29
	02983	Recreation Aide (Seasonal- Per Hour)	15.39	30.29
	02983	Recreation Aide (Pool Lifeguard)	22.00	32.00
	02993	Recreation Leader	45,000.00	70,000.00
	03018	Recreation Program Coordinator	47,000.00	72,000.00
	07419	Secretary Board/Commission (40:55D-24)	43,000.00	68,000.00

	07419	Secretary Board/Commission (Per Mtg.)	40.00	200.00
	03165	Senior Account Clerk	45,000.00	70,000.00
	05009	Senior Carpenter	47,000.00	72,000.00
	07379	Senior Code Enforcement Officer	51,000.00	76,000.00
		Senior Equipment Operator	47,000.00	72,000.00
	03459	Senior Mechanic	47,000.00	72,000.00
	03496	Senior Payroll Clerk	40,000.00	80,000.00
	03515	Senior Plumber	47,000.00	72,000.00
	03541@	Senior Public Works Repairer	47,000.00	72,000.00
	03625	Senior Traffic Maintenance Worker	47,000.00	72,000.00
	03641	Senior Water Meter Reader (Meter Worker 2)	47,000.00	72,000.00
	05875	Sewer Repairer 1/Water Repairer 1	44,000.00	69,000.00
	05295	Sewer Repairer 2/Water Repairer 2	47,000.00	72,000.00
		Sewer Repairer 2/Water Repairer 3 (Asst. Supv. S/W)	50,000.00	75,000.00
	03647	Senior Water Treatment Plant Operator	40,000.00	80,000.00
	06707	Sewer Repairer Supv./Water Repairer Supv.	50,000.00	100,000.00
	03987@	Supervisor Buildings & Grounds	50,000.00	120,000.00
	06664	Supervising Equipment Operator	50,000.00	75,000.00
	06544	Supervising Water Treatment Plant Operator	50,000.00	75,000.00
	06650	Supervisor Public Works	50,000.00	120,000.00
	06816	Supervisor Traffic Maintenance	47,000.00	72,000.00
	04189	Traffic Maintenance Worker	42,000.00	67,000.00
	05193	Technical Assistant to the Construction Official	49,000.00	74,000.00
	04222	Truck Diver	42,000.00	67,000.00
	04244	Violations Clerk	43,000.00	68,000.00
	04244	Violations Clerk (P/T- Per Hour)	20.67	32.69
	02500	Water Meter Reader (Meter Worker 1)	40,000.00	65,000.00
	04278	Water Meter Repairer	40,000.00	65,000.00
	04263	Water & Sewer Utilities Superintendent	60,000.00	130,000.00
	04296	Water Treatment Plant Operator	47,000.00	72,000.00
	04338	Zoning Officer	40,000.00	74,000.00

Stipends			
	Claims Coordinator	5,000.00	
	Switchboard/Weddings	10,000.00	
	COAH Administrator/ Municipal Housing Liaison	5,000.00	
	Community Rating System Coordinator	4,000.00	
	Floodplain Manager	5,000.00	
	Land Use Board Meetings	10,000.00	
	Recycling Coordinator	5,000.00	
	Deputy OEM Coordinator	4,000.00	
	Safety Coordinator	5,000.00	
	Fund Commissioner	5,000.00	
	After Hours Water/Sewer Response	3,500.00	
	Emergency Management Coordinator	8,000.00	
	Fire Subcode	16,000.00	
	WCM CRS Coordinator	2,500.00	
	Cape May Point CRS Coordinator	2,500.00	