

**TOWNSHIP OF WEST WINDSOR  
COUNTY OF MERCER, NEW JERSEY**

1st Reading October 24, 2023  
 2nd Reading & Public Hearing November 13, 2023  
 Date Adopted November 13, 2023  
 Date Effective December 4, 2023  
 DOT APPROVAL RECEIVED \_\_\_\_\_

Date to Mayor November 14, 2023  
 Date Signed November 14, 2023  
 Date Resubmitted to Council \_\_\_\_\_  
 Approved as to Form and Legality \_\_\_\_\_  
Township Attorney

ORDINANCE 2023-16

AN ORDINANCE TO AMEND AND SUPPLEMENT  
 THE REVISED GENERAL ORDINANCES  
 OF THE TOWNSHIP OF WEST WINDSOR

AN ORDINANCE TO ESTABLISH A SALARY AND WAGE PLAN FOR  
 THE TOWNSHIP OF WEST WINDSOR AND  
 PROVIDE FOR THE ADMINISTRATION THEREOF - IAFF

RECORD OF VOTE													
First Reading							Second Reading						
Council	Yes	No	NV	AB	Mov	Sec	Council	Yes	No	NV	AB	Mov	Sec
Gawas	✓						Gawas	✓					
Geevers	✓				✓		Geevers	✓					
Mandel	✓						Mandel	✓					
Stevens	✓						Stevens	✓					✓
Whitfield	✓					✓	Whitefield	✓				✓	

x-Indicates Vote AB-Absent NV-Not Voting Mov-Moved Sec-Seconded

  
 Hemant Marathe, Mayor

November 14, 2023  
 Date

Rejected \_\_\_\_\_

Reconsidered by Council \_\_\_\_\_

Override Vote: YES \_\_\_\_\_ NO \_\_\_\_\_

  
 Gay M. Huber, Township Clerk

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PROVIDE FOR THE ADMINISTRATION THEREOF

Section 1. BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST WINDSOR, COUNTY OF MERCER, STATE OF NEW JERSEY, that the salary and wage plan for employees and officers of the Township is as follows:

ANNUAL SALARIES FOR FIREFIGHTERS, FIRE CAPTAINS, FIRE INSPECTORS, AND EMERGENCY MEDICAL TECHNICIANS

1. JOB CLASSIFICATIONS FOR EMPLOYEES whose positions are represented by the International Association of Firefighters bargaining Unit shall be noted below:

- A. The annual salaries of the personnel covered by this agreement shall be as follows:

1. Firefighters, Fire Captains:

Employees Hired Before January 1, 2017

	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Firefighter</b>	<b>3.95%</b>	<b>3.50%</b>	<b>3.25%</b>	<b>3%</b>
Seventh	\$83,737	\$86,668	\$89,484	\$92,169
Maximum Step	\$83,737	\$86,668	\$89,484	\$92,169
<b>Fire Captain</b>	\$92,943	\$96,196	\$99,322	\$102,302

Employees Hired After January 1, 2017- through March 30, 2019

	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Firefighter</b>	<b>3.95%</b>	<b>3.50%</b>	<b>3.25%</b>	<b>3%</b>
Fourth	\$59,800	\$61,893	\$63,905	\$65,822
Fifth	\$63,522	\$65,745	\$67,882	\$69,918
Sixth	\$67,245	\$69,599	\$71,861	\$74,017
Seventh	\$70,968	\$73,452	\$75,839	\$78,114
Eighth	\$74,689	\$77,303	\$79,816	\$82,210
Ninth	\$78,413	\$81,157	\$83,795	\$86,308
Tenth	\$83,737	\$86,668	\$89,484	\$92,169

<b>Fire Captain</b>	\$92,943	\$96,196	\$99,322	\$102,302
Employees Hired After April 1, 2019				
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Firefighter</b>	<b>3.95%</b>	<b>3.50%</b>	<b>3.25%</b>	<b>3%</b>
Entry	\$45,018	\$46,593	\$48,108	\$49,551
Second	\$50,876	\$52,657	\$54,368	\$55,999
Third	\$54,002	\$55,892	\$57,709	\$59,440
Fourth	\$57,127	\$59,126	\$61,048	\$62,879
Fifth	\$60,254	\$62,362	\$64,389	\$66,321
Sixth	\$63,379	\$65,598	\$67,730	\$69,761
Seventh	\$66,504	\$68,832	\$71,069	\$73,201
Eighth	\$69,630	\$72,067	\$74,409	\$76,641
Ninth	\$72,756	\$75,302	\$77,749	\$80,082
Tenth	\$75,881	\$78,537	\$81,090	\$83,522
Eleventh	\$79,007	\$81,772	\$84,430	\$86,963
Twelfth	\$83,737	\$86,668	\$89,484	\$92,169
<b>Fire Captain</b>	\$92,943	\$96,196	\$99,322	\$102,302

Salary schedule is based on a 40/hour work week and 2080 hours annually

## 2. Fire Inspector Salary

2023 rate- \$28.00/per hour; annual increases at same percentages as above:

	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Fire Inspector</b>		<b>3.50%</b>	<b>3.25%</b>	<b>3%</b>
Hourly	\$28.00	\$28.98	\$29.92	\$30.82
Annual	\$34,944	\$ 36,167	\$ 37,342	\$ 38,463

## 3. Emergency Medical Technician

	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
		<b>3.5%</b>	<b>3.25%</b>	<b>3%</b>
	\$40,632-\$58,812	\$42,054-\$60,870	\$43,421-\$62,849	\$44,723-\$64,734

Section 2. Part-time and per diem employees are paid based on the hourly rate of annual salary.

Section 3. This Ordinance shall be retroactive to January 1, 2023, after action or inaction by the Mayor as provided by law or an override of mayoral veto by the Council, whichever is applicable. Publication will be according to law.

INTRODUCTION: October 24, 2023

PUBLIC HEARING: November 13, 2023

ADOPTION: November 13, 2023

MAYOR'S APPROVAL: November 14, 2023

EFFECTIVE DATE: December 4, 2023

AFFIDAVIT

STATE OF NEW JERSEY :  
: SS  
COUNTY OF MERCER :  
AFFIDAVIT OF PUBLICATION

I, Gay M. Huber, Municipal Clerk of the Township of West Windsor in the County of Mercer, being duly sworn according to law, depose and say that the notice which is attached hereto is exactly as it was published on October, 27 2023 in the Princeton Packet, a semi-weekly newspaper of general circulation, printed in the State of New Jersey and having its publication office at 300 Witherspoon Street, Princeton, New Jersey.

**NOTICE OF PENDING ORDINANCE**

ORDINANCE 2023-16

AN ORDINANCE TO AMEND AND SUPPLEMENT  
THE REVISED GENERAL ORDINANCES  
OF THE TOWNSHIP OF WEST WINDSOR

AN ORDINANCE TO ESTABLISH A SALARY AND WAGE PLAN FOR  
THE TOWNSHIP OF WEST WINDSOR AND  
PROVIDE FOR THE ADMINISTRATION THEREOF - IAFF

The ordinance published herewith was introduced and passed upon first reading at a meeting of the governing body of the Township of West Windsor, in the County of Mercer, State of New Jersey, held on October 24, 2023. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body to be held in the West Windsor Township Municipal Building, 271 Clarksville Road, in the Township on November 13, 2023 at 7:00 o'clock P.M., and during the weeks prior to and up to and including the date of such meeting, copies of said ordinance will be made available at the Clerk's office to the members of the general public who shall request the same.

Gay M. Huber  
Township Clerk  
Township of West Windsor  
1x, PP, 10/27/23, Fee: \$24.01

Gay M. Huber  
Gay M. Huber, Township Clerk

Sworn and subscribed to  
before me this 30<sup>th</sup> day  
of October, 2023

Cynthia Rhymer  
Notary Public of New Jersey

Adv. Fee: \$24.01  
PD: 10/27/23

CYNTHIA RHYMER  
NOTARY PUBLIC  
STATE OF NEW JERSEY  
ID # 2226646  
COMMISSION EXPIRES FEB. 27, 2026

AFFIDAVIT

STATE OF NEW JERSEY :  
: SS  
COUNTY OF MERCER :  
AFFIDAVIT OF PUBLICATION

I, Gay M. Huber, Municipal Clerk of the Township of West Windsor in the County of Mercer, being duly sworn according to law, depose and say that the notice which is attached hereto is exactly as it was published on November 17, 2023 in the Princeton Packet, a semi-weekly newspaper of general circulation, printed in the State of New Jersey and having its publication office at 300 Witherspoon Street, Princeton, New Jersey.

**NOTICE**

Notice is hereby given that the following ordinance entitled:

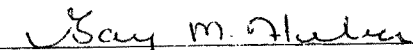
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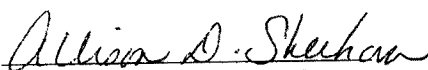
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IAFF

was duly approved and adopted on Second and Final reading at a regular meeting of the West Windsor Township Council held on November 13, 2023 and was approved by Mayor Hemant Marathe on November 14, 2023. This Ordinance shall become effective on December 4, 2023.

Gay M. Huber  
Township Clerk  
West Windsor Township  
1x, PP, 11/17/23, Fee:\$18.00

  
Gay M. Huber, Township Clerk

Sworn and subscribed to  
before me this 20<sup>th</sup> day  
of November, 2023

  
Notary Public of New Jersey

Adv. Fee: \$18.00  
PD: 11/17/23

