

ORDINANCE # 2026:12

AN ORDINANCE ESTABLISHING THE SALARIES OF CERTAIN OFFICERS AND EMPLOYEES OF THE BOROUGH OF AUDUBON IN THE COUNTY OF CAMDEN, STATE OF NEW JERSEY.

Be it ordained by the Board of Commissioners of the Borough of Audubon, County of Camden, State of New Jersey that the following salaries are hereby established as follows and are effective January 1, 2026.

Section I

Department of Public Affairs and Safety

Position	Low	High	Per
Director of Public Safety		\$8,500.00	per annum
Borough Administrator	(as defined within Employee Contract)		
Borough Clerk	\$55,000.00	\$75,000.00	per annum
Deputy Borough Clerk	\$45,000.00	\$55,000.00	per annum
Borough Clerk's Office - Elections		\$300.00	per election
Deputy Borough Clerk - Stipend for Joint Land Use Board Secretary Duties for 2026 Only		\$27.67	per hour
Administrative Assistant (Public Works/Administrator)	\$40,000.00	\$50,000.00	per annum
Dog Clinic Assistant		\$50.00	per day
Fire Marshall		\$6,253.08	per annum
Fire Marshall Inspector	\$17,000.00	\$27,419.53	per annum
Fire Safety Official		\$3,023.00	per annum
Chief of Police	(as defined within Employee Contract)		
<i>Longevity, Salary, Vacation Sell Back, Clothing & Uniform Cleaning, Tuition & Training Reimbursement</i>			
Police Clerk	\$50,000.00	\$65,000.00	per annum
Crossing Guards	\$40.00	\$45.00	per hour
Municipal Judge		\$43,000.00	per annum
Acting Judge		\$300.00	per court
Court Administrator	\$70,000.00	\$118,000.00	per annum
Senior Deputy Court Administrator	\$45,000.00	\$60,000.00	per annum
Deputy Court Administrator	45,000.00	\$60,000.00	per annum
Violations Clerk	\$35,000.00	\$50,000.00	per annum

Position	Low	High	Per
Administrative Assistant/Part Time/Courts	\$20.00	\$30.00	per hour
Gibbsboro Court SSA Court Administrator		\$300.00	per session
Gibbsboro Court P/T Clerical Help		\$50.00	per session
Clerical	\$20.00	\$25.00	per hour
Emergency Management - Director		\$8,200.00	per annum
Deputy Emergency Management - Coordinator		\$575.00	per annum
Captain of Police		\$150,555.00	per annum
Lieutenant of Police		\$140,061.00	per annum
Sergeant of Police		\$128,327.00	per annum
7th year Patrolman		\$119,546.00	per annum
6th year Patrolman		\$108,315.00	per annum
5th year Patrolman		\$99,240.00	per annum
4th year Patrolman		\$89,289.00	per annum
3rd year Patrolman		\$80,834.00	per annum
2nd year Patrolman		\$66,989.00	per annum
1st year Patrolman		\$59,340.00	per annum
Special Officer - Class II, Class III	\$20.00	\$35.00	per hour
Longevity Pay			(Defined in CBA)
College Credits			(Defined in CBA)
Tuition Reimbursement			(Defined in CBA)
Shift Differential			(Defined in CBA)
Clothing Allowance and Cleaning			(Defined in CBA)
Firearms			(Defined in CBA)
Vacation Time Sell Back			(Defined in CBA)
Sick Time Sell Back			(Defined in CBA)
Holiday Time Sell Back			(Defined in CBA)
Working on Thanksgiving, Christmas, New Years, Easter, & July 4th			(Defined in CBA)

Position	Low	High	Per
Working on Other Holidays			(Defined in CBA)

Section II

Department of Revenue and Finance

Position	Low	High	Per
Director of Revenue and Finance		\$8,500.00	per annum
Chief Financial Officer/Treasurer	\$50,000.00	\$68,000.00	per annum
Tax Assessor		\$24,850.00	per annum
Tax Collector		\$11,000.00	per annum
Administrative Assistant (Vacant, Rental, Payroll)	\$50,000.00	\$60,000.00	per annum
Deputy Tax Collector/Tax Search/Lien Officer	\$50,000.00	\$60,000.00	per annum
Administrative Assistant, Tax Office/Part Time	\$20.00	\$30.00	per hour
<i>Hires prior to January 1996 -- Longevity defined in Union Contract</i>			

Section III

Department of Public Works, Buildings and Grounds

Position	Low	High	Per
Director of Public Works, Buildings, and Grounds		\$8,500.00	per annum
Superintendent of Public Works	(as defined within Employee Contract)		
<i>Vacation/Sick time, Clothes Sell Back, defined in PF/PPM</i>			
Superintendent of Public Works		SSA	per annum
Assistant Superintendent of Public Works	\$75,000.00	\$99,840.00	per annum
Public Works - Extra Help	\$18.00	\$20.00	per hour
C-2 Sewer License	\$2,000.00	\$3,000.00	per annum
CDL Trainer		\$200.00	per session
Tree Inspector - Stipend		\$2,400.00	per annum
Concrete Inspector - Stipend		\$2,400.00	per annum
Sewer Inspector - Stipend		\$2,400.00	per annum
<i>Grant Administration (USDA/Forest Service/Eastern Region)</i>			

Position	Low	High	Per
Superintendent Public Works		\$1,000.00	per annum
Tree Inspector		\$1,000.00	per annum
<i>Hires AFTER January 1, 1999</i>			
Laborer - 1st - 6 months		\$23.76	per hour
Laborer - 2nd - 6 months		\$26.34	per hour
Laborer - After 1 year		\$34.76	per hour
Laborer - After 2 years		\$37.76	per hour
<i>Hires PRIOR to January 1, 1999</i>			
Laborer		\$37.76	per hour
Laborer - 1st Class		\$38.74	per hour
Driver		\$41.01	per hour
Driver - 1st Class		\$41.20	per hour
Building Supervisor		\$42.13	per hour
Equipment Operator		\$42.12	per hour
Equipment Operator - 1st Class		\$43.50	per hour
Assistant Foreman		\$43.93	per hour
Foreman		\$47.78	per hour
General Foreman		\$48.74	per hour
Mechanic	\$38.93	\$40.00	per hour
Longevity			Detailed in Association Contract
Sick Time Sell Back			Detailed in Association Contract
Zoning Enforcement Officer (1)	\$2,200.00	\$6,450.84	per annum
Zoning Enforcement Officer (2)	\$2,200.00	\$6,450.84	per annum
Zoning Enforcement Officer (3)	\$15,914.04	\$21,200.00	per annum
Public Officer (Abandoned Properties)		\$2,653.00	per annum
Technical Assistant to Construction Officer	\$50,000.00	\$65,000.00	per annum

Position	Low	High	Per
Administrative Assistant (Construction, Zoning, Joint Land Use Board Secretary)	\$40,000.00	\$50,000.00	per annum
Construction Official	\$8,000.00	\$12,000.00	per annum
Building Subcode Officer/Inspector	\$8,000.00	\$12,000.00	per annum
Plumbing Subcode Officer/Inspector	\$8,000.00	\$12,000.00	per annum
Electrical Subcode Officer/Inspector	\$8,000.00	\$12,000.00	per annum
Fire Subcode Officer/Inspector	\$8,000.00	\$12,000.00	per annum
Mechanical Inspector	-	\$2,000.00	per annum

Section IV

All full-time employees and officers shall be paid on a weekly basis. All part-time employees shall be paid monthly. All extra help employees' method of payment shall be determined by the Board of Commissioners in consultation with heads of departments.

Section V

All ordinances or parts of ordinances which are inconsistent with the provisions of this ordinance are hereby repealed to the extent of such inconsistency only.

Section VI

All appropriate officers of the Borough are hereby authorized and directed to pay salaries in accordance herewith.

Section VII

All salaries of employees covered by contract or collective bargaining agreements shall be paid in accordance with the terms of said agreements.

Be it further ordained by the Board of Commissioners of the Borough of Audubon, County of Camden, State of New Jersey that the following salaries be and are hereby established as follows and are effective January 1, 2026.

THEREFORE, BE IT RESOLVED, the above mentioned rate of compensation are hereby set for the positions listed to be payable as of January 1, 2026.

THE BOROUGH OF AUDUBON

BY: _____
ROBERT JAKUBOWSKI, MAYOR

ATTEST:

DANIELLE INGVES, BOROUGH CLERK

The foregoing ordinance was introduced by the Board of Commissioners at a meeting held on August 4, 2026. This Ordinance will be considered for adoption on final reading and public hearing to be held on August 18, 2026 at 7:00 p.m.

The purpose of this Ordinance is to establish the salaries of certain officers and employees of the Borough of Audubon. A copy of this Ordinance is available at no charge to the general public between the hours of 8:30 AM to 4:00 PM, Monday through Friday (Legal Holidays excluded), at the Office of the Borough Clerk, Audubon Municipal Building, 606 Nicholson Road, Audubon, New Jersey and can be found on our website at audubonnj.com/legal-notices.

The foregoing Ordinance was adopted on final reading and public hearing at a meeting held by the Board of Commissioners on _____, 2026.

Danielle Ingves, Borough Clerk

ROBERT JAKUBOWSKI, MAYOR

INTRODUCTION:

August 4, 2026

PUBLIC HEARING AND ADOPTION:

August 18, 2026

DANIELLE INGVES, RMC
MUNICIPAL CLERK