

**ORDINANCE NO. 3431**

**READ BY MAYOR JOSEPH P. SCARPELLI ON BEHALF OF THE BOARD OF COMMISSIONERS**

**INTRODUCED ON: NOVEMBER 18, 2019**

**PUBLISHED: NOVEMBER 28, 2019**

**PUBLIC HEARING: DECEMBER 17, 2019**

**PUBLISHED: DECEMBER 26, 2019**

**ORDINANCE NO. 3431**

**AN ORDINANCE TO FIX THE SALARIES OF CERTAIN OFFICERS AND EMPLOYEES OF THE TOWNSHIP OF NUTLEY, COUNTY OF ESSEX, STATE OF NEW JERSEY EFFECTIVE JANUARY 1, 2018.**

**BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE TOWNSHIP OF NUTLEY, IN THE COUNTY OF ESSEX, NEW JERSEY, AS FOLLOWS:**

**SECTION 1**

**The salaries of certain officers and employees, either permanent or temporary, as the case may be, of the Township of Nutley, herein mentioned, shall be as follows:**

**NON-UNION EMPLOYEES**

**LEGAL DEPARTMENT**

<b>TITLE</b>	<b>BASE SALARY MINIMUM</b>	<b>BASE SALARY MAXIMUM</b>
<b><u>TOWNSHIP ATTORNEY</u></b>		
Township Attorney	\$ 55,000.00	\$ 110,000.00
<b><u>MUNICIPAL PROSECUTOR</u></b>		
Municipal Prosecutor	\$ 45,000.00	\$ 65,000.00
Municipal Prosecutor – Per Diem	\$200.00/session	\$400.00/session
<b><u>PUBLIC DEFENDER</u></b>		
Public Defender	\$ 15,000.00	\$ 16,000.00
Public Defender – Per Diem	\$200.00/session	\$500.00/session
<b><u>PLANNING BOARD</u></b>		
Attorney, Planning Board	\$ 20,000.00	\$ 40,000.00
Attorney, Planning Board – Special Meeting	\$800.00/meeting	\$800.00/meeting
Attorney, Planning Board – Redevelopment Consulting	\$125.00/hour	\$ 10,000.00
Recording Secretary, Planning Board	\$150.00/meeting	\$150.00/meeting
<b><u>RENT LEVELING BOARD</u></b>		
Attorney, Rent Leveling Board	\$ 6,500.00	\$ 10,000.00
<b><u>ZONING BOARD OF ADJUSTMENT</u></b>		
Attorney, Board of Adjustment	\$ 20,000.00	\$ 40,000.00
Attorney, Board of Adjustment – Special Meeting	\$800.00/meeting	\$800.00/meeting
Recording Secretary, Board of Adjustment	\$150.00/meeting	\$150.00/meeting

**DEPARTMENT OF PUBLIC AFFAIRS**

<b>TITLE</b>	<b>BASE SALARY MINIMUM</b>	<b>BASE SALARY MAXIMUM</b>
<b>Director of Public Affairs</b>	\$ 2,250.00	\$ 2,250.00
<b><u>HEALTH DEPARTMENT</u></b>		
Assistant to the Commissioner	\$ 65,000.00	\$ 85,000.00
Executive Assistant	\$ 65,000.00	\$ 85,000.00
Administrative Clerk / Registrar	\$ 45,000.00	\$ 80,000.00
Keyboarding Clerk 1	\$ 30,000.00	\$ 80,000.00
Clerk 1	\$ 25,000.00	\$ 45,000.00
Clerk 1 – P/T	\$ 20,000.00	\$ 40,000.00
Clerk 1 – P/T	\$8.00/hour	\$25.00/hour
Clerk 1 – Seasonal	\$8.00/hour	\$20.00/hour
Clerk Driver	\$ 38,000.00	\$ 45,000.00
Registered Environmental Health Specialist–Public Health	\$ 45,000.00	\$ 70,000.00
Registered Environmental Health Specialist–Public Health – P/T	\$ 10,000.00	\$ 50,000.00
Public Health Coordinator – P/T	\$ 10,000.00	\$ 25,000.00
Public Health Investigator	\$ 20,000.00	\$ 40,000.00
Public Health Physician	\$ 20,000.00	\$ 25,000.00
Graduate Nurse	\$ 50,000.00	\$ 70,000.00
Graduate Nurse – P/T	\$ 30,000.00	\$ 45,000.00
Graduate Nurse – P/T	\$15.00/hour	\$35.00/hour
Graduate Nurse Public Health – P/T	\$18.00/hour	\$40.00/hour
<b><u>MILITARY AND VETERANS AFFAIRS BUREAU</u></b>		
Clerk 1	\$ 30,000.00	\$ 55,000.00
Clerk 1 – P/T	\$10.00/hour	\$25.00/hour
Clerk 1 – Seasonal	\$8.00/hour	\$20.00/hour

**DEPARTMENT OF REVENUE AND FINANCE**

<b>TITLE</b>	<b>BASE SALARY MINIMUM</b>	<b>BASE SALARY MAXIMUM</b>
<b>Director of Revenue and Finance</b>	\$ 2,250.00	\$ 2,250.00
Assistant to the Commissioner	\$ 10,000.00	\$ 15,000.00
 <b><u>ASSESSMENT OF TAXES</u></b>		
Tax Assessor – P/T	\$ 75,000.00	\$ 85,000.00
Tax Assessing Clerk – P/T	\$ 11,000.00	\$ 15,000.00
Clerk 1	\$ 35,000.00	\$ 48,000.00
 <b><u>TREASURY DEPARTMENT</u></b>		
<b><u>TREASURER'S OFFICE</u></b>		
Chief Financial Officer	\$ 85,000.00	\$155,000.00
Account Clerk	\$ 45,000.00	\$ 65,000.00
Clerk 1	\$ 40,000.00	\$ 62,000.00
Clerk 1 – Seasonal	\$ 10.00/hour	\$ 25.00/hour
 <b><u>TAX COLLECTOR'S OFFICE</u></b>		
Tax Collector	\$ 50,000.00	\$ 69,000.00
Assistant Tax Collector	\$ 45,000.00	\$ 50,000.00
Clerk 1	\$ 43,000.00	\$ 55,000.00
 <b><u>PURCHASING OFFICE</u></b>		
Purchasing Agent	\$ 60,000.00	\$ 85,000.00
Purchasing Assistant	\$ 45,000.00	\$ 62,000.00
Clerk 1	\$ 45,000.00	\$ 60,000.00
 <b><u>WATER BILLING</u></b>		
Account Clerk	\$ 45,000.00	\$ 55,000.00
 <b><u>TOWNSHIP CLERK'S OFFICE</u></b>		
Township Clerk	\$ 75,000.00	\$115,000.00
Clerk 1	\$ 40,000.00	\$ 55,000.00
 <b><u>CODE ENFORCEMENT</u></b>		
Construction Code Official – P/T	\$ 15,000.00	\$ 45,000.00
Building Sub-Code Official / Zoning Officer	\$ 75,000.00	\$105,000.00
Building Sub-Code Official – P/T	\$ 25,000.00	\$ 48,000.00
Building Inspector	\$ 65,000.00	\$ 95,000.00
Electrical Sub-Code Official – P/T	\$ 25,000.00	\$ 37,000.00
Electrical Sub-Code Official – Per Diem	\$ 30.00/hour	\$ 35.00/hour
Elevator Sub-Code Official – P/T	\$ 20,000.00	\$ 25,000.00
Plumbing Sub-Code Official – P/T	\$ 40,000.00	\$ 45,000.00
Plumbing Sub-Code Official – Per Diem	\$ 40.00/hour	\$ 45.00/hour
Zoning Assistant – P/T	\$ 12,000.00	\$ 18,000.00
Keyboarding Clerk 2	\$ 40,000.00	\$ 55,000.00
Clerk 2	\$ 38,000.00	\$ 65,000.00
Clerk 1	\$ 35,000.00	\$ 55,000.00
COAH – P/T	\$ 40,000.00	\$ 58,000.00

**DEPARTMENT OF PUBLIC SAFETY**

<b>TITLE</b>	<b>BASE SALARY MINIMUM</b>	<b>BASE SALARY MAXIMUM</b>
<b>Director of Public Safety</b>	\$ 2,250.00	\$ 2,250.00
<b><u>FIRE DEPARTMENT</u></b>		
Volunteer Fire Chief	\$ 4,000.00	\$ 6,000.00
Fire Protection Sub-Code Official – P/T	\$ 15,000.00	\$ 15,000.00
Fire Protection Sub-Code Per Diem	\$ 20.00/hour	\$ 35.00/hour
Fire Prevention Specialist	\$ 25,000.00	\$ 52,000.00
Fire Alarm Operator	\$ 30,000.00	\$ 52,000.00
Signal Systems Technician 1	\$ 25,000.00	\$ 36,000.00
Keyboarding Clerk 2	\$ 43,000.00	\$ 55,000.00
Clerk Stenographer 1	\$ 22,000.00	\$ 48,000.00
Clerk 1	\$ 33,000.00	\$ 60,000.00
Clerk 1 – P/T	\$ 10.00/hour	\$ 25.00/hour
Emergency Medical Technician	\$ 15.00/hour	\$ 30.00/hour
<b><u>MUNICIPAL COURT</u></b>		
Municipal Magistrate	\$ 60,000.00	\$ 85,000.00
Municipal Magistrate – Per Diem	\$200.00/session	\$500.00/session
Municipal Court Administrator	\$ 60,000.00	\$ 78,000.00
Deputy Municipal Court Administrator	\$ 49,000.00	\$ 62,000.00
Violations Clerk	\$ 39,000.00	\$ 62,000.00
Assistant Violations Clerk Typing	\$ 41,000.00	\$ 51,000.00
Clerk 1	\$ 35,000.00	\$ 50,000.00
Clerk 1 – P/T	\$ 10.00/hour	\$ 20.00/hour
<b><u>POLICE DEPARTMENT</u></b>		
Supervising Mechanic	\$ 55,000.00	\$ 82,000.00
Mechanic	\$ 55,000.00	\$ 70,000.00
Keyboarding Clerk 1	\$ 56,000.00	\$ 85,000.00
Clerk Stenographer 1	\$ 41,000.00	\$ 58,000.00
Clerk 1	\$ 55,000.00	\$ 75,000.00
Clerk 1	\$ 47,000.00	\$ 62,000.00
Clerk 1 – P/T	\$ 38,000.00	\$ 50,000.00
Traffic Safety Coordinator – P/T	\$ 40,000.00	\$ 58,000.00
Public Safety Telecommunicator – Per Diem	\$ 15.00/hour	\$ 25.00/hour
Special Law Enforcement Officer	\$ 10.00/hour	\$ 35.00/hour
School Traffic Guard	\$ 18.00/hour	\$ 22.00/hour
<b><u>OTHER EMPLOYEES</u></b>		
Municipal Alliance Coordinator – Stipend	\$ 3,300.00	\$ 4,500.00
Election Guards	\$100.00/day	\$100.00/day

**DEPARTMENT OF PUBLIC WORKS AND WATER**

<b>TITLE</b>	<b>BASE SALARY MINIMUM</b>	<b>BASE SALARY MAXIMUM</b>
<b>Mayor and Director of Public Works</b>	\$ 2,700.00	\$ 2,700.00
<b><u>ENGINEERING DEPARTMENT</u></b>		
Engineering/Chief Project Coordinator–Construction	\$ 75,000.00	\$115,000.00
Clerk Stenographer 1	\$ 25,000.00	\$ 40,000.00
<b><u>ROAD DEPARTMENT</u></b>		
General Supervisor Roads	\$ 65,000.00	\$ 95,000.00
Supervising Equipment Operator	\$ 60,000.00	\$ 85,000.00
Supervising Mechanic	\$ 69,000.00	\$ 89,000.00
Supervisor Traffic Maintenance	\$ 55,000.00	\$ 75,000.00
Senior Mason	\$ 50,000.00	\$ 75,000.00
Sign Maker	\$ 22,000.00	\$ 31,000.00
Laborer 1 – P/T	\$ 25,000.00	\$ 45,000.00
Laborer 1 – Seasonal	\$ 12.00/hour	\$ 15.00/hour
Clerk 1	\$ 25,000.00	\$ 46,000.00
Clerk 1 – P/T	\$ 25,000.00	\$ 40,000.00
Clean Communities Coordinator – Stipend	\$ 2,000.00	\$ 4,000.00
<b><u>SEWER DEPARTMENT</u></b>		
Sewer Repair Supervisor/Water Repair Supervisor	\$ 60,000.00	\$ 85,000.00
Laborer 1 – P/T	\$ 25,000.00	\$ 45,000.00
Laborer 1 – Seasonal	\$ 12.00/hour	\$ 15.00/hour
<b><u>PARKING LOT AND METER MAINTENANCE</u></b>		
Parking Enforcement Officer – P/T	\$ 20,000.00	\$ 40,000.00
<b><u>WATER DEPARTMENT</u></b>		
Public Works Superintendent	\$ 80,000.00	\$135,000.00
Assistant Public Works Superintendent	\$ 65,000.00	\$ 90,000.00
Water and Sewer Superintendent / Operator	\$ 65,000.00	\$110,000.00
General Supervisor Water	\$ 60,000.00	\$ 85,000.00
Supervising Equipment Operator	\$ 60,000.00	\$ 95,000.00
Supervising Mechanic	\$ 69,000.00	\$ 95,000.00
Laborer 1 – P/T	\$ 25,000.00	\$ 45,000.00
Laborer 1 – Seasonal	\$ 12.00/hour	\$ 15.00/hour
Keyboarding Clerk 2	\$ 25,000.00	\$ 35,000.00
Data Processing Technician	\$ 35,000.00	\$ 63,000.00
Clerk 1 – P/T	\$ 25,000.00	\$ 40,000.00
Clerk Stenographer 1 – P/T	\$ 25,000.00	\$ 40,000.00

**DEPARTMENT OF PARKS AND PUBLIC PROPERTY**

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
<b>Director of Parks &amp; Public Property</b>	\$ 2,250.00	\$ 2,250.00
<b><u>PARKS AND PUBLIC PLAYGROUNDS</u></b>		
Maintenance Supervisor Grounds	\$ 60,000.00	\$116,000.00
Supervising Mechanic	\$ 53,000.00	\$105,500.00
Assistant Supervisor Recreation Maintenance	\$ 55,000.00	\$ 75,000.00
Laborer 1 – P/T	\$ 8.00/hour	\$ 20.00/hour
Laborer 1 – Seasonal	\$ 8.00/hour	\$ 18.00/hour
Account Clerk	\$ 45,000.00	\$ 83,000.00
Account Clerk – Insurance Stipend	\$ 1,000.00	\$ 5,000.00
Clerk 1	\$ 35,000.00	\$ 50,000.00
Clerk 1 – P/T	\$ 15,000.00	\$ 21,840.00
Clerk 1 – P/T	\$ 12.00/hour	\$ 20.00/hour
Clerk 1 - Seasonal	\$ 12.00/hour	\$ 20.00/hour
Receptionist/Telephone Operator	\$ 30,000.00	\$ 55,000.00
Receptionist/Telephone Operator – P/T	\$ 8.00/hour	\$ 20.00/hour
<b><u>SHADE TREE</u></b>		
Tree Maintenance Supervisor	\$ 55,000.00	\$ 85,000.00
Laborer 1 – P/T	\$ 8.00/hour	\$ 20.00/hour
Laborer 1 – Seasonal	\$ 8.00/hour	\$ 20.00/hour
Keyboarding Clerk 2	\$ 38,000.00	\$ 70,000.00
Keyboarding Clerk 2 – Insurance Stipend	\$ 1,000.00	\$ 5,000.00
<b><u>BUILDINGS AND GROUNDS</u></b>		
Supervising Carpenter	\$ 53,600.00	\$ 91,000.00
Construction Supervisor – P/T	\$ 20,000.00	\$ 40,000.00
Building Maintenance Worker	\$ 27,000.00	\$ 42,000.00
Building Maintenance Worker – P/T	\$ 12.00/hour	\$ 24.00/hour
Laborer 1 – P/T	\$ 8.00/hour	\$ 20.00/hour
Laborer 1 – Seasonal	\$ 8.00/hour	\$ 20.00/hour
<b><u>RECREATION</u></b>		
Superintendent of Recreation	\$ 80,000.00	\$140,000.00
Recreation Leader	\$ 42,000.00	\$ 63,000.00
Recreation Leader – Insurance Stipend	\$ 1,000.00	\$ 5,000.00
Recreation Leader	\$ 28,000.00	\$ 38,000.00
Recreation Leader – P/T	\$ 7.50/hour	\$ 25.00/hour
Recreation Leader – Seasonal	\$ 7.50/hour	\$ 25.00/hour
Special Recreation Instructor	\$ 35,000.00	\$ 45,000.00
Special Recreation Instructor - P/T	\$ 10.00/hour	\$ 35.00/hour
Bus Driver – P/T	\$ 14.00/hour	\$ 25.00/hour
<b><u>INFORMATION TECHNOLOGY</u></b>		
Computer Service Technician 3	\$ 40,000.00	\$ 95,000.00
Computer Service Technician 2	\$ 35,000.00	\$ 54,000.00
Computer Service Technician 1	\$ 30,000.00	\$ 45,500.00

**RECREATION COMMISSION**

Art Teacher	\$ 20.00/hour	\$ 40.00/hour
Building Supervisors	\$ 10.00/hour	\$ 25.00/hour
Fitness Instructor	\$ 25.00/hour	\$ 50.00/hour
Fitness Instructor – Boot Camp	\$ 50.00/hour	\$ 75.00/hour
Latin Aerobics Instructor	\$ 20.00/hour	\$ 40.00/hour
Recreation Leader – Art/Music/Dance	\$ 10.00/hour	\$ 35.00/hour
Senior Fitness Instructor	\$ 10.00/hour	\$ 35.00/hour
Site Supervisor	\$ 10.00/hour	\$ 25.00/hour
Summer Clinic Instructor	\$ 10.00/hour	\$ 25.00/hour
Summer Clinic Instructor	\$1,800.00/session	\$2,000.00/session
Yoga Instructor	\$ 20.00/hour	\$ 40.00/hour

**RECREATION COMMISSION – SPORTS OFFICIALS**

Basketball Officials	\$ 8.00/game	\$75.00/game
Basketball Score Keepers	\$ 7.50/game	\$40.00/game
Flag Football Officials	\$10.00/game	\$40.00/game
Lacrosse Officials	\$ 8.00/game	\$75.00/game
Soccer Referees	\$ 8.00/game	\$75.00/game
Softball Umpires	\$ 8.00/game	\$75.00/game
Tackle Football Officials	\$25.00/game	\$75.00/game
Volleyball Officials	\$15.00/game	\$40.00/game
Wrestling Officials	\$ 7.50/game	\$75.00/game

**BUS TRANSPORTATION**

Bus Driver	\$ 25,000.00	\$ 45,000.00
Bus Driver – P/T	\$ 10.00/hour	\$ 25.50/hour
Bus Driver – Seasonal	\$ 10.00/hour	\$ 25.50/hour
Senior Citizen Bus Driver – P/T	\$ 10.00/hour	\$ 25.50/hour

**CAMP NUTLEY**

Camp Director	\$ 15.00/hour	\$ 35.00/hour
Camp Teacher	\$ 10.00/hour	\$ 18.00/hour
Camp Counselor – College	\$ 8.00/hour	\$ 12.00/hour
Camp Counselor – High School	\$ 8.00/hour	\$ 12.00/hour
Bus Driver	\$ 10.00/hour	\$ 30.00/hour

**SUMMER PLAYGROUND PROGRAM**

Playground Director	\$ 10.00/hour	\$ 25.00/hour
Playground Teacher	\$ 10.00/hour	\$ 20.00/hour
Playground Counselor	\$ 8.00/hour	\$ 12.00/hour

**PRE-K PROGRAM**

Pre-K Program Director	\$ 15.00/hour	\$ 25.00/hour
Pre-K Program Helper	\$ 8.00/hour	\$ 12.00/hour

**SECTION 2**

The annual salaries of the employees of the Departments of Public Works, Water, Parks and Public Property, excepting office employees, shall be on the basis of forty (40) hours per week. When overtime is required, it shall be paid on a "time and one-half" basis. The provisions for overtime as stated in this paragraph shall not apply to the Public Works Superintendent, Municipal Engineer and Construction Code Official.

**SECTION 3**

Non-union employees who have continuously served the township for not less than 20 years and who are eligible for retirement pursuant to the NJ Public Employees Retirement System shall be vested for the payment of accumulated sick leave. Compensation for accumulated unused sick leave payable will be capped at \$15,000.00 for employees hired after May 21, 2010, in compliance with P.L. 2010, c.3.

**SECTION 4**

Longevity for all employees not subject to a collective bargaining arrangement is eliminated as of May 1, 2012. All benefit days shall be consistent with the terms of the Teamster Collective Bargaining agreement.

**SECTION 5**

To the extent not set forth herein, all total salaries per annum shall not include longevity as set forth in Nutley Municipal Code Chapter 103.

**SECTION 6**

To the extent that these provisions may conflict with the Code of the Township of Nutley or previously enacted ordinances, these provisions shall apply and supersede any prior ordinances. All ordinances or parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed and this ordinance shall take effect twenty (20) days after final passage in accordance with the law.

. . .

<i>Record of Vote (Adoption)</i>	<i>Commissioner Steven L. Rogers</i>	<i>Commissioner Mauro G. Tucci</i>	<i>Commissioner Thomas J. Evans</i>	<i>Commissioner Alphonse Petracco</i>	<i>Mayor Joseph P. Scarpelli</i>
<i>Yes</i>					
<i>No</i>					
<i>Not Voting</i>					
<i>Absent/Excused</i>					