

ORDINANCE NO.: 3620

READ BY MAYOR JOHN V. KELLY, III ON BEHALF OF THE BOARD OF COMMISSIONERS

INTRODUCED ON: AUGUST 4, 2026

PUBLISHED: AUGUST 5, 2026

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ORDINANCE NO. 3620

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, 2026.

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

OFFICE OF THE MAYOR

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
Mayor	\$ 450.00	\$ 450.00

LEGAL DEPARTMENT

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
<u>TOWNSHIP ATTORNEY</u>		
Township Attorney	\$ 55,000.00	\$ 150,000.00
<u>MUNICIPAL PROSECUTOR</u>		
Municipal Prosecutor	\$ 45,000.00	\$ 75,000.00
Municipal Prosecutor – Per Diem	\$200.00/session	\$400.00/session
<u>PUBLIC DEFENDER</u>		
Public Defender	\$ 15,000.00	\$ 30,000.00
Public Defender – Per Diem	\$200.00/session	\$500.00/session
<u>PLANNING BOARD</u>		
Attorney, Planning Board	\$ 20,000.00	\$ 50,000.00
Attorney, Planning Board – Special Meeting	\$800.00/meeting	\$800.00/meeting
Attorney, Planning Board – Redevelopment Consulting	\$125.00/hour	\$ 15,000.00
Recording Secretary, Planning Board	\$150.00/meeting	\$150.00/meeting
<u>RENT LEVELING BOARD</u>		
Attorney, Rent Leveling Board	\$ 6,500.00	\$ 15,000.00

ZONING BOARD OF ADJUSTMENT

Attorney, Board of Adjustment	\$ 20,000.00	\$ 50,000.00
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

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
Director of Public Affairs	\$ 2,250.00	\$ 2,250.00
<u>HEALTH DEPARTMENT</u>		
Health Officer	\$ 90,000.00	\$ 150,000.00
Assistant to the Commissioner	\$ 65,000.00	\$ 95,000.00
Executive Assistant	\$ 65,000.00	\$ 95,000.00
Administrative Clerk / Registrar	\$ 45,000.00	\$ 105,000.00
Keyboarding Clerk 1	\$ 30,000.00	\$ 100,000.00
Clerk 1	\$ 25,000.00	\$ 70,000.00
Clerk 1 – P/T	\$ 20,000.00	\$ 40,000.00
Clerk 1 – P/T	\$15.92/hour	\$25.00/hour
Clerk 1 – Seasonal	\$15.92/hour	\$20.00/hour
Clerk Driver	\$ 38,000.00	\$ 70,000.00
Registered Environmental Health Specialist–Public Health	\$ 45,000.00	\$ 85,000.00
Registered Environmental Health Specialist–Public Health – P/T	\$ 10,000.00	\$ 55,000.00
Public Health Coordinator – P/T	\$ 10,000.00	\$ 25,000.00
Public Health Investigator	\$ 20,000.00	\$50,000.00
Public Health Physician – P/T	\$ 5,000.00	\$ 30,000.00
Public Health Nurse Supervisor	\$ 55,000.00	\$ 95,000.00
Graduate Nurse	\$ 50,000.00	\$ 70,000.00
Graduate Nurse – P/T	\$ 20,000.00	\$ 60,000.00
Graduate Nurse – P/T	\$18.00/hour	\$35.00/hour
Graduate Nurse Public Health – P/T	\$18.00/hour	\$40.00/hour

MILITARY AND VETERANS AFFAIRS BUREAU

Clerk 1	\$ 30,000.00	\$ 60,000.00
Clerk 1 – P/T	\$15.92/hour	\$25.00/hour
Clerk 1 – Seasonal	\$15.92/hour	\$20.00/hour

DEPARTMENT OF REVENUE AND FINANCE

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
Director of Revenue and Finance	\$ 2,250.00	\$ 2,250.00
Assistant to the Commissioner	\$ 10,000.00	\$ 15,000.00
<u>ASSESSMENT OF TAXES</u>		
Tax Assessor – P/T	\$ 75,000.00	\$108,000.00
Tax Assessing Clerk – P/T	\$ 11,000.00	\$ 15,000.00
Tax Assessor Assistant	\$ 15.92/hour	\$ 35.00/hour
Clerk 1	\$ 45,000.00	\$ 65,000.00

TREASURY DEPARTMENT

TREASURER'S OFFICE

Chief Financial Officer	\$125,000.00	\$185,000.00
Account Clerk (2)	\$ 50,000.00	\$ 85,000.00

Payroll Accountant	\$ 50,000.00	\$ 75,000.00
Clerk 1	\$ 55,000.00	\$ 75,000.00
Clerk 1 – P/T	\$ 15.92/hour	\$ 35.00/hour

TAX COLLECTOR'S OFFICE

Tax Collector	\$ 75,000.00	\$105,000.00
Clerk 1	\$ 50,000.00	\$ 72,000.00

PURCHASING OFFICE

Purchasing Agent – P/T	\$ 18,000.00	\$ 25,000.00
Purchasing Assistant	\$ 55,000.00	\$ 75,000.00
Clerk 1	\$ 55,000.00	\$ 70,000.00

WATER BILLING

Account Clerk	\$ 35,000.00	\$ 50,000.00
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TOWNSHIP CLERK'S OFFICE

Township Clerk	\$ 95,000.00	\$175,000.00
Deputy Municipal Clerk	\$ 55,000.00	\$ 85,000.00
Clerk 1	\$ 50,000.00	\$ 72,000.00

CODE ENFORCEMENT

Construction Code Official / Zoning Officer	\$ 75,000.00	\$150,000.00
Building Inspector – P/T	\$ 35,000.00	\$ 70,000.00
Building Sub-Code Official	\$ 75,000.00	\$125,000.00
Fire Sub-Code Official – P/T	\$ 25,000.00	\$ 35,000.00
Fire Safety Inspector	\$ 25,000.00	\$ 40,000.00
Fire Inspector – Per Diem	\$ 45.00/hour	\$ 60.00/hour
Electrical Sub-Code Official – P/T	\$ 45.00/hour	\$ 60.00/hour
Electrical Sub-Code Official – Per Diem	\$ 45.00/hour	\$ 60.00/hour
Elevator Sub-Code Official – P/T	\$ 45.00/hour	\$ 60.00/hour
Plumbing Sub-Code Official – P/T	\$ 45.00/hour	\$ 60.00/hour
Plumbing Sub-Code Official – Per Diem	\$ 45.00/hour	\$ 60.00/hour
Property Maintenance Inspector	\$ 45,000.00	\$ 65,000.00
Keyboarding Clerk 2	\$ 50,000.00	\$ 75,000.00
Clerk 2	\$ 50,000.00	\$ 70,000.00
Clerk 1	\$ 40,000.00	\$ 70,000.00
Seasonal Clerk	\$15.92/hour	\$20.00/hour

DEPARTMENT OF PUBLIC SAFETY

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
Director of Public Safety	\$ 2,250.00	\$ 2,250.00
<u>FIRE DEPARTMENT</u>		
Fire Protection Sub-Code Official – P/T	\$ 15,000.00	\$ 29,000.00
Fire Protection Sub-Code Per Diem	\$ 20.00/hour	\$ 45.00/hour
Fire Official	\$ 62,000.00	\$120,000.00
Fire Prevention Specialist	\$ 25,000.00	\$ 80,000.00
Fire Alarm Operator	\$ 30,000.00	\$ 54,000.00
Signal Systems Technician 1	\$ 25,000.00	\$ 37,000.00
Keyboarding Clerk 2	\$ 43,000.00	\$ 65,000.00
Clerk Stenographer 1	\$ 22,000.00	\$ 55,000.00

Clerk 1	\$ 25,000.00	\$ 72,000.00
Clerk 1 – P/T	\$ 15.92/hour	\$ 40.00/hour
Emergency Medical Technician	\$ 30,000.00	\$ 110,000.00
Emergency Medical Technician	\$ 15.92/hour	\$ 45.00/hour

MUNICIPAL COURT

Municipal Magistrate	\$ 60,000.00	\$ 110,000.00
Municipal Magistrate – Per Diem	\$200.00/session	\$500.00/session
Municipal Court Administrator	\$ 60,000.00	\$ 115,000.00
Deputy Municipal Court Administrator	\$ 49,000.00	\$ 95,000.00
Violations Clerk	\$ 39,000.00	\$ 75,000.00
Assistant Violations Clerk Typing	\$ 41,000.00	\$ 65,000.00
Clerk 1	\$ 35,000.00	\$ 60,000.00
Clerk I	\$ 35,000.00	\$ 80,000.00
Clerk 1 – P/T	\$ 15.92/hour	\$ 35.00/hour

POLICE DEPARTMENT

Supervising Mechanic	\$ 55,000.00	\$ 120,000.00
Mechanic	\$ 55,000.00	\$ 105,000.00
Keyboarding Clerk 1	\$ 56,000.00	\$ 125,000.00
Clerk Stenographer 1	\$ 41,000.00	\$ 75,000.00
Clerk 1	\$ 55,000.00	\$ 105,000.00
Clerk 1	\$ 47,000.00	\$ 70,000.00
Clerk 1 – P/T	\$ 38,000.00	\$ 60,000.00
Clerk 1 – P/T	\$ 25.00/hour	\$ 45.00/hour
Traffic Safety Coordinator – P/T	\$ 40,000.00	\$ 60,000.00
Public Safety Telecommunicator – Per Diem	\$ 15.92/hour	\$ 60.00/hour
Special Law Enforcement Officer	\$ 15.92/hour	\$ 50.00/hour
School Traffic Guard	\$ 18.00/hour	\$ 30.00/hour

OTHER EMPLOYEES

Municipal Alliance Coordinator – Stipend	\$ 900.00	\$ 8,500.00
Election Guards	\$100.00/day	\$100.00/day

DEPARTMENT OF PUBLIC WORKS AND WATER

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
Director of Public Works	\$ 2,250.00	\$ 2,250.00
Assistant Director of Public Works	\$ 100,000.00	\$180,000.00
Assistant to the Director - Stipend	\$ 5,000.00	\$ 10,000.00

ENGINEERING DEPARTMENT

Engineering/Chief Project Coordinator–Construction	\$ 75,000.00	\$180,000.00
Clerk Stenographer 1	\$ 25,000.00	\$ 40,000.00
Clerk 1 – P/T	\$ 25,000.00	\$ 40,000.00

ROAD DEPARTMENT

General Supervisor Roads	\$ 65,000.00	\$125,000.00
Supervising Equipment Operator	\$ 60,000.00	\$ 85,000.00
Supervising Mechanic	\$ 69,000.00	\$ 125,000.00

Supervisor Traffic Maintenance	\$ 55,000.00	\$ 90,000.00
Senior Mason	\$ 50,000.00	\$99,000.00
Sign Maker	\$ 22,000.00	\$ 31,000.00
Laborer 1 – P/T	\$ 25,000.00	\$ 45,000.00
Laborer 1 – Seasonal	\$ 15.92/hour	\$ 20.00/hour
Clerk 1	\$ 25,000.00	\$ 60,000.00
Clerk 1 – P/T	\$ 25,000.00	\$ 40,000.00
Clean Communities Coordinator – Stipend	\$ 2,000.00	\$ 4,000.00
Stormwater Field Assistant-Stipend	\$ 3,000.00	\$ 10,000.00

SEWER DEPARTMENT

Sewer Repair Supervisor/Water Repair Supervisor	\$ 60,000.00	\$ 90,000.00
Laborer 1 – P/T	\$ 25,000.00	\$ 45,000.00
Laborer 1 – Seasonal	\$ 15.92/hour	\$ 30.00/hour

PARKING LOT AND METER MAINTENANCE

Supervising Parking Enforcement Officer/Meter Working Officer	\$ 60,000.00	\$ 90,000.00
	\$ 20,000.00	\$ 40,000.00
Parking Enforcement Officer – P/T		
Laborer 1 – P/T	\$ 25,000.00	\$ 45,000.00

WATER DEPARTMENT

Public Works Superintendent	\$ 80,000.00	\$160,000.00
Assistant Public Works Superintendent /Operator	\$ 80,000.00	\$160,000.00
Water and Sewer Superintendent	\$ 70,000.00	\$ 125,000.00
General Supervisor Water	\$ 60,000.00	\$ 90,000.00
Supervising Equipment Operator	\$ 60,000.00	\$ 115,000.00
Supervising Mechanic	\$ 69,000.00	\$ 110,000.00
Laborer 1 – P/T	\$ 25,000.00	\$ 45,000.00
Laborer 1 – Seasonal	\$ 15.92/hour	\$ 20.00/hour
Keyboarding Clerk 2	\$ 25,000.00	\$ 35,000.00
Data Processing Technician	\$ 35,000.00	\$ 75,000.00
Clerk 1 – P/T	\$ 25,000.00	\$ 45,000.00
Clerk Stenographer 1 – P/T	\$ 25,000.00	\$ 50,000.00
Camera Operator - Stipend	\$ 5,000.00	\$ 12,000.00

DEPARTMENT OF PARKS AND PUBLIC PROPERTY

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
Director of Parks & Public Property	\$ 2,250.00	\$ 2,250.00

PARKS AND PUBLIC PLAYGROUNDS

Maintenance Supervisor Grounds	\$ 60,000.00	\$155,100.00
Supervising Mechanic	\$ 53,000.00	\$126,300.00
Assistant Supervisor Recreation Maintenance	\$ 55,000.00	\$ 99,000.00
Laborer 1 – P/T	\$ 15.92/hour	\$ 25.00/hour
Laborer 1 – Seasonal	\$ 15.92/hour	\$ 25.00/hour
Account Clerk	\$ 45,000.00	\$ 98,000.00
Account Clerk – Insurance Stipend	\$ 1,000.00	\$ 5,000.00
Clerk 1	\$ 35,000.00	\$ 73,300.00
Clerk 1 – P/T	\$ 17,000.00	\$ 29,840.00
Clerk 1 – P/T	\$ 15.92/hour	\$ 25.00/hour

Clerk 1 - Seasonal	\$ 15.92/hour	\$ 25.00/hour
Receptionist/Telephone Operator	\$ 32,220.00	\$ 59,000.00
Receptionist/Telephone Operator – P/T	\$ 15.92/hour	\$ 25.00/hour

SHADE TREE

Tree Maintenance Supervisor	\$ 55,000.00	\$ 103,000.00
Laborer 1 – P/T	\$ 15.92/hour	\$ 25.00/hour
Laborer 1 – Seasonal	\$ 15.92/hour	\$ 25.00/hour
Keyboarding Clerk 2	\$ 38,000.00	\$ 87,300.00
Keyboarding Clerk 2 – Insurance Stipend	\$ 1,000.00	\$ 5,000.00

BUILDINGS AND GROUNDS

Supervising Carpenter	\$ 53,600.00	\$ 93,000.00
Construction Supervisor – P/T	\$ 20,000.00	\$ 43,000.00
Building Maintenance Worker	\$ 32,220.00	\$ 47,000.00
Building Maintenance Worker – P/T	\$ 15.92/hour	\$ 29.00/hour
Laborer 1 – P/T	\$ 15.92/hour	\$ 25.00/hour
Laborer 1 – Seasonal	\$ 15.92/hour	\$ 25.00/hour

RECREATION

Superintendent of Recreation	\$ 100,000.00	\$195,000.00
Recreation Leader	\$ 42,000.00	\$ 86,100.00
Recreation Leader – Insurance Stipend	\$ 1,000.00	\$ 5,000.00
Recreation Leader	\$ 32,220.00	\$ 41,000.00
Recreation Leader – P/T	\$ 15.92/hour	\$ 25.00/hour
Recreation Leader – Seasonal	\$ 15.92/hour	\$ 25.00/hour
Special Recreation Instructor	\$ 35,000.00	\$ 49,000.00
Special Recreation Instructor - P/T	\$ 15.92/hour	\$ 35.00/hour
Bus Driver – P/T	\$ 15.92/hour	\$ 25.00/hour

INFORMATION TECHNOLOGY

Computer Service Technician 3	\$ 40,000.00	\$ 120,000.00
Computer Service Technician 2	\$ 35,000.00	\$ 84,000.00
Computer Service Technician 1	\$ 32,220.00	\$ 61,000.00

RECREATION COMMISSION

Art Teacher	\$ 20.00/hour	\$ 40.00/hour
Building Supervisors	\$ 15.92/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	\$ 15.92/hour	\$ 50.00/hour
Senior Fitness Instructor	\$ 15.92/hour	\$ 50.00/hour
Site Supervisor	\$ 15.92/hour	\$ 50.00/hour
Summer Clinic Instructor	\$ 15.92/hour	\$ 50.00/hour
Summer Clinic Instructor	\$1,800.00/session	\$4,000.00/session
Yoga Instructor	\$ 20.00/hour	\$ 40.00/hour

RECREATION COMMISSION – SPORTS OFFICIALS

Basketball Officials	\$15.92/game	\$75.00/game
Basketball Score Keepers	\$15.92/game	\$40.00/game
Flag Football Officials	\$15.92/game	\$40.00/game
Lacrosse Officials	\$15.92/game	\$75.00/game

Soccer Referees	\$15.92/game	\$75.00/game
Softball Umpires	\$15.92/game	\$75.00/game
Tackle Football Officials	\$25.00/game	\$75.00/game
Volleyball Officials	\$15.92/game	\$40.00/game
Wrestling Officials	\$15.92/game	\$75.00/game

BUS TRANSPORTATION

Bus Driver	\$ 32,220.00	\$ 53,900.00
Bus Driver – P/T	\$ 15.92/hour	\$ 25.00/hour
Bus Driver – Seasonal	\$ 15.92/hour	\$ 25.00/hour
Senior Citizen Bus Driver – P/T	\$ 15.92/hour	\$ 25.00/hour

CAMP NUTLEY

Camp Director	\$ 15.92/hour	\$ 35.00/hour
Camp Teacher	\$ 15.92/hour	\$ 22.00/hour
Camp Counselor – College	\$ 15.92/hour	\$ 20.00/hour
Camp Counselor – High School	\$ 15.92/hour	\$ 20.00/hour
Bus Driver	\$ 15.92/hour	\$ 30.00/hour

SUMMER PLAYGROUND PROGRAM

Playground Director	\$ 15.92/hour	\$ 25.00/hour
Playground Teacher	\$ 15.92/hour	\$ 25.00/hour
Playground Counselor	\$ 15.92/hour	\$ 25.00/hour

PRE-K PROGRAM

Pre-K Program Director	\$ 15.92/hour	\$ 25.00/hour
Pre-K Program Helper	\$ 15.92/hour	\$ 20.00/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.

Record of Vote	Commissioner Thomas J. Evans	Commissioner Mauro G. Tucci	Commissioner Joseph P. Scarpelli	Commissioner Alphonse Petracco	Mayor John V. Kelly, III
<i>Yes</i>					
<i>No</i>					
<i>Not Voting</i>					
<i>Absent/Excused</i>					