ORDINANCE NO. 3629
INTRODUCED BY: MAYOR JOHN V. KELLY, III, ALONG WITH THE BOARD OF COMMISSIONERS
INTRODUCED ON: NOVEMBER 5, 2026
PUBLISHED: NOVEMBER 6, 2026
PUBLIC HEARING: DECEMBER 1, 2026
PUBLISHED: DECEMBER 2, 2026

ORDINANCE NO. 3629

AN ORDINANCE AMENDING ORDINANCE NO. 3620, ESTABLISHING THE SALARIES OF NON-UNION 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
TOWNSHIP ATTORNEY		
Township Attorney	$ 55,000.00	$ 150,000.00
MUNICIPAL PROSECUTOR		
Municipal Prosecutor	$ 45,000.00	$ 75,000.00
Municipal Prosecutor – Per Diem	$200.00/session	$400.00/session
PUBLIC DEFENDER		
Public Defender	$ 15,000.00	$ 30,000.00
Public Defender – Per Diem	$200.00/session	$500.00/session
PLANNING BOARD		
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
RENT LEVELING BOARD		
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
HEALTH DEPARTMENT		
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
ASSESSMENT OF TAXES		
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	$ 80,000.00
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
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	$155,000.00
Building Sub-Code Official	$ 75,000.00	$135,000.00
Building Inspector – P/T	$ 35,000.00	$ 70,000.00
Fire Safety Inspector	$ 25,000.00	$ 40,000.00
Elevator Sub-Code Official – P/T	$ 20,000.00	$ 30,000.00
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
Electrical Sub-Code Official – Per Diem	$ 45.00/hour	$ 60.00/hour
Electrical Sub-Code Official – P/T	$ 45.00/hour	$ 60.00/hour
Fire Sub-Code Official – P/T	$ 45.00/hour	$ 60.00/hour

Fire Inspector – Per Diem	$ 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
Seasonal Clerk	$15.92/hour	$25.00/hour

DEPARTMENT OF PUBLIC SAFETY

TITLE	BASE SALARY MINIMUM	BASE SALARY MAXIMUM
Director of Public Safety	$ 2,250.00	$ 2,250.00
FIRE DEPARTMENT		
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	$ 140,000.00
Mechanic	$ 55,000.00	$ 105,000.00
Keyboarding Clerk 1	$ 56,000.00	$ 125,000.00
Clerk Stenographer 1	$ 41,000.00	$ 85,000.00
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
Parking Enforcement Officer – P/T	$ 20,000.00	$ 40,000.00
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	$ 80,000.00	$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	$ 145,000.00
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.

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ATTEST:

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Eleni Pettas, CMC
Municipal Clerk

_____
Commissioner Thomas J. Evans

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Commissioner Mauro G. Tucci

_____
Commissioner Joseph P. Scarpelli

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Commissioner Alphonse Petracco

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Mayor John V. Kelly, III