

**ORDINANCE # 15-2020**

**AN ORDINANCE TO ESTABLISH POSITIONS AND SALARY RANGES OF THE PUBLIC OFFICIALS, AND NON-UNION EMPLOYEES OF THE TOWNSHIP OF LIVINGSTON IN THE COUNTY OF ESSEX**

WHEREAS, N.J.S.A, 40A:9-165 requires that the governing body of a municipality, by ordinance, unless otherwise provided by law, shall fix and determine the salaries or wages of compensation to be paid to the officers and employees of the municipality, including the members of the governing body and mayor or other chief executive, who by law are entitled to salaries, wages or compensation.

**NOW, THEREFORE, BE IT ORDAINED** by the Township Council of the Township of Livingston, Essex County, New Jersey, that pursuant to applicable law, the base salary ranges for Township Non-Union employees are as follows:

**SECTION 1:**

This ordinance establishes positions and base salaries for public officials and non-union employees be paid within the range of salaries listed below retroactive to January 1, 2020 or at the date on which employees shall have been employed in their respective classifications by the Township of Livingston, whichever date shall be later, and shall remain in force unless otherwise amended.

Base salary for part-time employment in the below mentioned positions shall be prorated according to the number of hours worked.

<b><u>Position Title</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Account Clerk	\$ 34,000	\$ 45,000
Adaptive Recreation Coordinator	\$ 45,000	\$ 62,000
Administrative Assistant	\$ 37,000	\$ 67,000
Administrative Secretary	\$ 37,000	\$ 55,000
Animal Control Officer	\$ 45,000	\$ 78,000
Assistant Chief Financial Officer	\$ 70,000	\$ 95,000
Assistant Court Administrator	\$ 50,000	\$ 65,000
Assistant Fire Chief	\$ 85,000	\$ 125,000
Assistant Health Officer	\$ 85,000	\$ 100,000
Assistant Plant Operator	\$ 65,000	\$ 85,000
Assistant Plant Superintendent	\$ 80,000	\$ 95,000
Assistant Superintendent Public Works	\$ 85,000	\$ 105,000
Assistant Tax Assessor	\$ 57,000	\$ 70,000
Assistant Township Clerk	\$ 45,000	\$ 65,000
Assistant Township Engineer	\$ 80,000	\$ 110,000
Chief Financial Officer	\$ 135,000	\$ 175,000
Chief of Police	\$ 190,000	\$ 220,000
Communications Assistant	\$ 35,000	\$ 60,000
Construction Code Official/Zoning Officer	\$ 110,000	\$ 140,000
Deputy Tax Collector	\$ 57,000	\$ 70,000
Deputy Township Clerk	\$ 65,000	\$ 95,000
Deputy Township Manager	\$ 140,000	\$ 180,000
Director of Senior, Youth & Leisure Services	\$ 95,000	\$ 130,000
Director of Utilities	\$ 105,000	\$ 145,000
Electrician	\$ 60,000	\$ 85,000
Executive Assistant to the Township Manager	\$ 60,000	\$ 85,000

Facility Operations Attendant	\$ 40,000	\$ 55,000
Financial/Payroll Specialist	\$ 55,000	\$ 75,000
Fire Chief/Emergency Mgt. Coordinator	\$ 150,000	\$ 180,000
Fire Inspector/Firefighter	\$ 75,000	\$ 110,000
Foreman	\$ 75,000	\$ 100,000
Health Officer	\$ 125,000	\$ 175,000
Human Resources Director	\$ 95,000	\$ 130,000
Human Resources Specialist	\$ 55,000	\$ 85,000
IT Manager	\$ 85,000	\$ 110,000
IT Support Assistant	\$ 55,000	\$ 75,000
Junior Engineer	\$ 55,000	\$ 70,000
Land Use Administrator	\$ 65,000	\$ 95,000
Maintenance Supervisor (WPCF)	\$ 75,000	\$ 98,000
Maintenance Technician (WPCF & Fire)	\$ 60,000	\$ 95,000
Maintenance Worker (WPCF)	\$ 39,780	\$ 53,244
Municipal Court Administrator	\$ 85,000	\$ 125,000
Office Manager	\$ 55,000	\$ 80,000
Principle Technical Assistant to Construction Official	\$ 50,000	\$ 70,000
Program Supervisor (SYLS)	\$ 50,000	\$ 80,000
Public Health Educator	\$ 50,000	\$ 70,000
Public Health Nurse	\$ 55,000	\$ 75,000
Public Health Nurse Supervisor	\$ 65,000	\$ 85,000
Public Relations Administrator/Coordinator	\$ 50,000	\$ 75,000
Public Works Inspector	\$ 55,000	\$ 75,000
Purchasing Manager	\$ 65,000	\$ 90,000
Receptionist/Secretary	\$ 35,000	\$ 45,000
Records Secretary	\$ 40,000	\$ 60,000
Records Supervisor	\$ 55,000	\$ 70,000
Registrar	\$ 50,000	\$ 75,000
Senior Account Clerk	\$ 45,000	\$ 58,000
Senior Foreman	\$ 75,000	\$ 95,000
Senior Transportation Driver	\$ 30,000	\$ 45,000
Staff Planner	\$ 70,000	\$ 110,000
Sub Code Official	\$ 60,000	\$ 110,000
Superintendent Public Works	\$ 120,000	\$ 150,000
Tax Assessor	\$ 95,000	\$ 130,000
Tax Collector	\$ 95,000	\$ 130,000
Technical Assistant to Construction Official (TACO)	\$ 42,000	\$ 60,000
Township Clerk	\$ 115,000	\$ 140,000
Township Engineer	\$ 115,000	\$ 160,000
Township Manager	\$ 180,000	\$ 230,000
Utility Engineer	\$ 85,000	\$ 110,000
Violations Clerk	\$ 35,000	\$ 55,000
Water Engineering Technician	\$ 42,000	\$ 60,000
Zoning Inspector	\$ 45,000	\$ 70,000

Zoning Review Officer	\$ 50,000	\$ 75,000
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**SECTION 2:**

The compensation for employees in the following part time, per-diem, substitute and temporary positions is hereby established as follows:

<u>Position</u>	<u>Minimum</u>	<u>Pay Rate</u>	<u>Maximum</u>
Assistant Prosecutor	\$ 250.00	Per Day	\$ 250.00
Assistant Public Defender	\$ 75.00	Per 1/2 day	\$ 75.00
Attorney Plan/Zoning Board	\$ 9,000.00	Annual	\$ 15,000.00
Camp Counselor	\$ 10.30	Hourly	\$ 15.00
College Intern	\$ 13.00	Hourly	\$ 20.00
Council Member	\$ 5,000.00	Annual	\$ 8,000.00
Court Attendant	\$ 20.00	Hourly	\$ 24.00
Court Officer	\$ 20.00	Hourly	\$ 24.00
Deputy Chief	\$ 17.00	Hourly	\$ 25.00
Facilities Attendant	\$ 10.30	Hourly	\$ 15.00
Firefighter	\$ 15.50	Hourly	\$ 20.00
Head Camp Counselor	\$ 12.00	Hourly	\$ 18.00
IT Support Technician	\$ 20.00	Hourly	\$ 40.00
Laborer / Seasonal Maintenance	\$ 14.00	Hourly	\$ 20.00
Magistrate	\$ 40,000.00	Annual	\$ 49,000.00
Mayor	\$ 5,000.00	Annual	\$ 10,000.00
Pre-School Teacher	\$ 18.00	Hourly	\$ 24.00
Pre-School Teacher, Lead	\$ 22.00	Hourly	\$ 28.00
Police Matron	\$ 20.00	Hourly	\$ 24.00
Prosecutor	\$ 20,000.00	Annual	\$ 26,416.00
Public Defender	\$ 12,000.00	Annual	\$ 15,850.00
Public Health Nurse	\$ 25.00	Hourly	\$ 40.00
Recreation Specialty Instructor	\$ 30.00	Per Class	\$ 60.00
Recreation Assistant / Assistant Coach	\$ 10.30	Hourly	\$ 23.07
Seasonal / Per Diem / Substitute	\$ 15.00	Hourly	\$ 28.00
Snack Bar Attendant	\$ 10.30	Hourly	\$ 15.00
Swim Pool Manager	\$ 8,000.00	Per Season	\$ 12,500.00
Swim Program Coordinator	\$ 300.00	Per Week	\$ 400.00
Lifeguard / Swim Instructor, Head	\$ 15.00	Hourly	\$ 22.00
Lifeguard/Swim Instructor	\$ 10.30	Hourly	\$ 15.00
Program Facilitator, LYCS	\$ 22.00	Hourly	\$ 28.00
Recreation Assistant / Assistant Coach	\$ 10.30	Hourly	\$ 15.00
Recreation Leader I	\$ 15.00	Hourly	\$ 22.00
Recreation Leader II	\$ 18.00	Hourly	\$ 30.00
Recreation Specialist	\$ 20.00	Hourly	\$ 40.00
Snack Bar Attendant / Birthday Party Staff	\$ 10.30	Hourly	\$ 15.00
Special Events Coordinator	\$ 20.00	Hourly	\$ 25.00
Special Recreation Instructor / Dance Instructor	\$ 15.00	Hourly	\$ 40.00

Special Recreation Leader / Instructor	\$ 18.00	Hourly	\$ 50.00
Sports Coach / Official	\$ 15.00	Hourly	\$ 20.00

**SECTION 3:**

The Township Manager or designee shall have the discretion to pay all employees and officials for the Township covered by this Ordinance, an amount that shall be no less than the minimum or greater than the maximum amounts as set forth in Section 1 and 2 of this Ordinance.

**SECTION 4:**

That the adoption of this ordinance shall operate to provide increments only to the employees who have satisfactorily performed the duties of their positions and that all increment payments are contingent upon the availability of funds.

**SECTION 5:**

The salaries or wages set forth in Sections 1 & 2 shall be effective on adoption of this ordinance for positions as set forth. All salary and wage adjustments apply to employees active at the time of budget adoption. Employees on terminal leave are not eligible for salary adjustment. Inactive employees who have resigned, have been terminated, or are deceased at the time of budget adoption are not eligible for pay adjustment.

Retired employees shall be eligible for salary adjustment as long as they have worked during the budget adoption year.

**SECTION 6:**

Employees who are members of a collective bargaining agreement shall be entitled to the compensation set forth in said agreements and shall not receive any economic and benefit not set forth in said document.

**SECTION 7:**

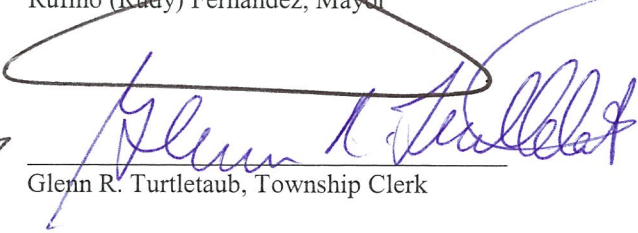
All Ordinances or parts of an Ordinance inconsistent with this Ordinance are hereby repealed to the extent of such inconsistency. .

**SECTION 8:**

If any portion of this ordinance shall be declared unconstitutional, invalid or inoperative by a court of competent jurisdiction, those portions that are not unconstitutional, invalid or inoperative shall remain in full force and effect.

**SECTION 9:** Subject to the provisions of N.J.S.A. 40A:9-165 and pursuant to N.J.S.A. 40.69A-181, this ordinance shall take effect twenty (20) days after publication of adoption.

  
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 Rufino (Rudy) Fernandez, Mayor

*as to form*  
  
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 Glenn R. Turteltaub, Township Clerk

Introduced: September 21, 2020

Adopted: 10/05/20