

**SOUTH ORANGE VILLAGE**  
**Municipal Offices**  
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 Essex County  
 New Jersey 07079

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# **ORDINANCE #2025-11**

**Introduction: April 28, 2025**

**Adoption:**

## **AN ORDINANCE AMENDING AND RESTATING SALARY RANGES FOR CERTAIN NON-UNION AND SUPERVISORY PERSONNEL**

**BE IT ORDAINED**, by the Village Council of South Orange Village, a municipal corporation of New Jersey, located in Essex County thereof, as follows:

### **Section 1. Salary Ranges for Non-Union and Supervisory Personnel Addition**

The salary ranges for Non-Union and Supervisory Personnel effective January 1, 2025, is subsequently amended with the addition of the following:

| <b>Title</b>                       | <b>Minimum</b> | <b>Maximum</b> |
|------------------------------------|----------------|----------------|
| Assistant Pool Manager Hourly      | \$20.00/hr     | \$30.00/hr     |
| Lifeguard – Swim Instructor        | Min Wage       | \$50.00/hr     |
| Part Time Police Clerk             | \$20.00/hr     | \$45.00/hr     |
| Under Ground Storage Tank Official | \$1,500.00     | \$2,750.00     |
| Zoning Officer – Hourly            | \$32.00/hr     | \$50.00/hr     |
| NPP Coordinator                    | \$22,500.00    | \$28,000.00    |
| Youth Services Librarian           | \$90,000.00    | \$105,000.00   |

Specific salaries shall be set within the above ranges by Resolution of the Village Council.

### **Section 2. Salary Ranges for Non-Union and Supervisory Personnel Deletion**

The Salary ranges for Non-Union and Supervisory Personnel effective January 1, 2025, is subsequently amended with the deletion of the following:

| <b>Title</b>   | <b>Minimum</b> | <b>Maximum</b> |
|--|----------------|----------------|
| Part Time – Director of Care and Community Justice Program | \$35,000.00    | \$45,000.00    |

### **Section 3. Salary Ranges for Non-Union and Supervisory Personnel As Amended and Restated**

The Salary ranges for the following Non-Union and Supervisory Personnel, as amended by the addition and deletion above, effective January 1, 2025, until subsequently amended, are hereby established as follows:



| <b>Title</b>                                     | <b>Minimum</b> | <b>Maximum</b> |
|--|----------------|----------------|
| Administrative Clerk                             | \$55,000.00    | \$75,000.00    |
| Administrative Secretary                         | \$45,000.00    | \$65,000.00    |
| Assistant Director Recreation / Facilities       | \$45,000.00    | \$75,000.00    |
| Assistant Pool Manager                           | \$6,000.00     | \$11,000.00    |
| Assistant Pool Manger Hourly                     | \$20.00/hr     | \$30.00/hr     |
| Assistant Public Works Director                  | \$65,000.00    | \$100,000.00   |
| Assistant Supervisor Public Works                | \$60,000.00    | \$95,000.00    |
| Chief Financial Officer                          | \$5,000.00     | \$55,000.00    |
| Chief Municipal Judge                            | \$50,000.00    | \$70,000.00    |
| Crossing Guards                                  | Min Wage       | \$30.00/hr     |
| Deputy Director of Recreation and Special Events | \$60,000.00    | \$90,000.00    |
| Deputy Engineer                                  | \$60,000.00    | 140,000.00     |
| Deputy Municipal Clerk                           | \$45,000.00    | \$80,000.00    |
| Deputy Village Administrator                     | \$85,000.00    | \$137,500.00   |
| Director of Code Enforcement                     | \$85,000.00    | \$140,000.00   |
| Director of Community Development                | \$80,000.00    | \$130,000.00   |
| Director of Human Resources                      | \$20,000.00    | \$45,000.00    |
| Director of Planning & Zoning                    | \$80,000.00    | \$135,000.00   |
| Director of Public Works                         | \$95,000.00    | \$135,000.00   |
| Director of Recreation/Cultural Affairs          | \$85,000.00    | \$125,000.00   |
| Engineer   | \$115,000.00   | \$200,000.00   |
| Executive Assistant                              | \$40,000.00    | \$75,000.00    |
| Facilities Manager                               | \$65,000.00    | \$85,000.00    |
| Fire Chief                                       | \$150,000.00   | \$200,000.00   |
| Fire Official                                    | \$10,000.00    | \$20,000.00    |
| Game Official                                    | Min Wage       | \$40.00/hr     |
| Health Officer                                   | \$80,000.00    | \$110,000.00   |
| Interim Tax Collector                            | \$15,000.00    | \$25,000.00    |
| IT Manager / Director                            | \$70,000.00    | \$110,000.00   |
| IT Technician 1                                  | \$40,000.00    | \$60,000.00    |
| IT Technician 2                                  | \$45,000.00    | \$75,000.00    |
| Library Assistant                                | \$40,000.00    | \$67,500.00    |
| Library Director                                 | \$85,000.00    | \$137,500.00   |
| Lifeguard  | Min Wage       | \$25.00/hr     |
| Lifeguard Swim Instructor                        | Min Wage       | \$50.00/hr     |
| Magistrate                                       | \$30,000.00    | \$50,000.00    |



|   |              |              |
|---|--------------|--------------|
| Magistrate Chief  | \$30,000.00  | \$50,000.00  |
| Municipal Clerk   | \$85,000.00  | \$127,500.00 |
| Municipal Treasurer   | \$40,000.00  | \$55,000.00  |
| Office Manager  | \$50,000.00  | \$75,000.00  |
| Part Time - Water Administrator                                 | \$60.00/hr   | \$70.00/hr   |
| Part Time Assistant Director of Recreation and Cultural Affairs | \$30.00/hr   | \$45.00/hr   |
| Part Time Office Clerk /Typist                                  | Min Wage     | \$30.00/hr   |
| Part Time Police Clerk  | \$20.00/hr   | \$45.00/hr   |
| Part Time Program Specialist/Sports Coordinator                 | Min Wage     | \$70.00/hr   |
| Police Captain  | \$145,000.00 | \$200,000.00 |
| Police Chief  | \$150,000.00 | \$240,000.00 |
| Police Deputy Chief   | \$140,000.00 | \$220,000.00 |
| Pool Manager  | \$6,000.00   | \$15,000.00  |
| Principal Librarian   | \$75,000.00  | \$125,000.00 |
| Purchasing Agent  | \$25,000.00  | \$50,000.00  |
| Recreation Leader   | \$45,000.00  | \$70,000.00  |
| Recreation Leader 1   | \$45,000.00  | \$70,000.00  |
| Registrar   | \$6,000.00   | \$6,000.00   |
| Recycling Program Aid   | \$45,000.00  | \$70,000.00  |
| Seasonal Department of Public Works                             | Min Wage     | \$25.00/hr   |
| Seasonal Recreation and Cultural Affairs Employee               | Min Wage     | \$25.00/hr   |
| Senior Librarian  | \$45,000.00  | \$102,000.00 |
| Senior Library Assistant  | \$30,000.00  | \$78,000.00  |
| Social Worker, Police Social Services                           | \$55,000.00  | \$75,000.00  |
| Staff Engineer  | \$75,000.00  | \$125,000.00 |
| Summer Camp Director  | \$10,000.00  | \$14,000.00  |
| *or up to \$35/hour   |              |              |
| Supervisor Public Works   | \$70,000.00  | \$120,000.00 |
| Tax Assessor  | \$85,000.00  | \$147,500.00 |
| Tax Collector   | \$85,000.00  | \$120,000.00 |
| UCC Code Inspectors   | \$32.00/hr   | \$50.00/hr   |
| Under Ground Storage Tank Official                              | \$1,500.00   | \$2,750.00   |
| Village Administrator   | \$145,000.00 | \$200,000.00 |
| Village Prosecutor  | \$20,000.00  | \$40,000.00  |
| Village Public Defender   | \$20,000.00  | \$35,000.00  |
| Zoning Officer  | \$10,000.00  | \$20,000.00  |
| Zoning Officer – Hourly   | \$32.00/hr   | \$50.00/hr   |



|                          |             |              |
|--------------------------|-------------|--------------|
| NPP Coordinator          | \$22,500.00 | \$28,000.00  |
| Youth Services Librarian | \$90,000.00 | \$105,000.00 |

**Section 4.**

With approval of the Village Council, an individual employee may be paid a supplement in consideration of special skills beyond those required by the employee's job title and/or in consideration of working during periods of transition of departmental organization or responsibilities.

**Section 5. Repealer**

All ordinances or parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed.

**Section 6. Effective Date**

This ordinance shall take effect upon final passage and publication as required by law.

**Section 7.**

On passage this ordinance shall NOT be codified.

**Introduction – First Reading**

| Council Member | Motion | Second | Ayes | Nays | Abstain | Absent |
|----------------|--------|--------|------|------|---------|--------|
| Brown          |        |        | X    |      |         |        |
| Greenberg      |        |        |      |      |         | X      |
| Haskins        |        | X      | X    |      |         |        |
| Jones          |        |        | X    |      |         |        |
| Lewis Chang    | X      |        | X    |      |         |        |
| Schnall        |        |        |      |      |         | X      |

**CERTIFICATION**

I, Ojetti E. Davis, Village Clerk of South Orange Village, County of Essex, State of New Jersey, do hereby certify that this Ordinance was introduced on first reading by the Village Council at their regular meeting held on April 28, 2025.

Ojetti E. Davis  
Village Clerk



**Adoption – Second Reading**

| Council Member | Motion | Second | Ayes | Nays | Abstain | Absent |
|----------------|--------|--------|------|------|---------|--------|
| Brown          |        |        |      |      |         |        |
| Greenberg      |        |        |      |      |         |        |
| Haskins        |        |        |      |      |         |        |
| Jones          |        |        |      |      |         |        |
| Lewis Chang    |        |        |      |      |         |        |
| Schnall        |        |        |      |      |         |        |

**CERTIFICATION**

I, Ojetti E. Davis, Village Clerk of South Orange Village, County of Essex, State of New Jersey, do hereby certify that this Ordinance was adopted on second reading by the Village Council at their regular meeting held on May 27, 2025.

\_\_\_\_\_  
 Ojetti E. Davis  
 Village Clerk

Adopted:

Attest:  
 \_\_\_\_\_

\_\_\_\_\_  
 Sheena C. Collum  
 Village Mayor

\_\_\_\_\_  
 Ojetti E. Davis  
 Village Clerk