

**CITY OF HACKENSACK  
ORDINANCE NO.22-2024**

AN ORDINANCE FIXING AND DETERMINING MUNICIPAL CLASS POSITION TITLES AND SALARY RANGES FOR CERTAIN CONTRACTUAL AND NON-CONTRACTUAL OFFICERS AND EMPLOYEES OF THE CITY OF HACKENSACK.

**BE IT ORDAINED** by the City of Hackensack, County of Bergen, as follows, until a subsequent salary ordinance is adopted:  
(additions by **bold underline**, deletions by **~~bold strikethrough~~**)

**SECTION 1.** The salary ranges per annum for the following **contractual** officers and employees of the City of Hackensack in the Classified Service shall be as follows:

<u>TITLE</u>	<u>SALARY RANGE</u>	
	<u>MIN.</u>	<u>MAX.</u>
Assistant Health Officer	\$40,000	\$96,000
Asst Sanitation Supervisor	\$50,000	\$62,000
Asst Supt of Recreation	<del>\$30,000</del>	\$82,000
	<del>\$45,000</del>	
Assistant Zoning Officer	<del>\$35,000</del>	\$76,000
	<del>\$45,000</del>	
<b>Building Inspector</b>	<del>\$60,000</del>	<del>\$101,000</del>
<b>Building Inspector (P/T) Hourly</b>	<del>\$35/hr</del>	<del>\$45/hr</del>
Building Maintenance Worker	<del>\$33,000</del>	<del>\$80,000</del>
	<del>\$35,000</del>	<del>\$62,000</del>
<b>Building Subcode Official</b>	<del>\$45,000</del>	<del>\$115,000</del>
Clerk 1	\$40,000	\$53,000
Clerk 2	\$45,000	<del>\$60,000</del>
		<del>\$65,000</del>
<b>Clerk Stenographer I</b>	<del>\$30,000</del>	<del>\$58,000</del>
<b>Code Enforcement Officer (P/T)</b>	<del>\$1,000</del>	<del>\$5,000</del>
Code Enforcement Officer	<del>\$38,000</del>	\$50,000
	<del>\$40,000</del>	
Code Enforcement Officer Trainee	<del>\$38,000</del>	\$45,000
	<del>\$40,000</del>	
<b>Compliance Officer</b>	<del>\$50,000</del>	<del>\$80,000</del>
Crossing Guard - Hourly	<del>\$14.05</del>	<del>\$26.00</del>
	<del>\$15.13</del>	<del>\$28.00</del>
Deputy Municipal Court Administrator	\$50,000	\$75,000
Deputy Registrar Vital Stats	<del>\$35,000</del>	\$55,000
	<del>\$40,000</del>	
<b>Electrical Inspector</b>	<del>\$36,000</del>	<del>\$78,000</del>
Fire Captain	\$155,804	\$155,804

Fire Deputy Chief			\$165,610	\$165,610	
Fire Fighter			\$32,509	\$124,887	
Fire Lieutenant			\$145,995	\$145,995	
Fire Prevention Officer			\$30,961	\$139,065	
Fire Protection Subcode Official (P/T)			\$1,000	\$3,500	
Garage Attendant			<del>\$30,000</del>	<del>\$60,000</del>	
			<del>\$35,000</del>	<del>\$56,750</del>	
Garage Attendant P/T			<del>\$12/hr</del>	\$25/hr	
			<del>\$16/hr</del>		
General Supervisor Parks			<del>\$62,925</del>	<del>\$80,425</del>	
			<del>\$63,600</del>	<del>\$81,100</del>	
Keyboarding Clerk 1			\$40,000	\$65,000	
Keyboarding Clerk 1 Bilingual End/Sp			\$40,000	\$65,000	
Keyboarding Clerk 2			\$40,000	<del>\$70,000</del>	
				<del>\$75,000</del>	
Keyboarding Clerk 2 Bilingual End/Sp			\$40,000	<del>\$65,000</del>	
				<del>\$72,000</del>	
Laborer 1			<del>\$30,000</del>	<del>\$56,751</del>	
			<del>\$35,000</del>	<del>\$62,000</del>	
Maintenance Repairer			<del>\$30,000</del>	\$56,751	
			<del>\$35,000</del>		
<del>Maintenance Repairer Supervisor</del>			<del>\$62,925</del>	<del>\$86,000</del>	
Maintenance Worker Grounds 1			\$35,000	<del>\$56,000</del>	
				<del>\$62,000</del>	
Mechanic			<del>\$45,000</del>	<del>\$90,000</del>	
			<del>\$40,000</del>	<del>\$97,000</del>	
<del>Mechanic Body &amp; Fender</del>			<del>\$40,000</del>	<del>\$90,000</del>	
Mechanic Diesel			<del>\$45,000</del>	\$90,000	
			<del>\$40,000</del>		
Mechanic Fire Apparatus			<del>\$45,000</del>	<del>\$55,000</del>	
			<del>\$40,000</del>	<del>\$97,000</del>	
Motor Broom Driver			\$40,000	<del>\$65,000</del>	
				<del>\$71,000</del>	
Parking Enforc Officer - Hourly			<del>\$19/hr</del>	\$31/hr	
			<del>\$17/hr</del>		
<del>Plumbing Inspector (P/T) Hourly</del>			<del>\$35/hr</del>	<del>\$45/hr</del>	
Prkg Meter Collector/Traffic Maint. Worker			<del>\$30,000</del>	\$56,751	
			<del>\$35,000</del>		
Parking Meter Collection Supervisor			<del>\$62,925</del>	<del>\$80,425</del>	
			<del>\$63,600</del>	<del>\$81,100</del>	
<del>Payroll Spvr/Pension Fund Spvr</del>			<del>\$70,000</del>	<del>\$109,000</del>	
Police Captain			\$181,953	\$186,613	
Police Lieutenant			\$173,692	\$177,860	
Police Officer			\$42,844	\$146,000	
Police Sergeant			\$164,885	\$169,107	
<del>Property Clerk</del>			<del>\$40,000</del>	<del>\$48,000</del>	
Public Safety Telecommunicator			\$40,000	<del>\$80,000</del>	
				<del>\$85,000</del>	
<del>PST - Per Diem</del>			<del>\$25/hr</del>	<del>\$25/hr</del>	

	Public Safety Telecommunicator Trainee	<del>\$30,000</del>	\$50,000		
		<del>\$36,000</del>			
	Recreation Director	\$45,000	\$75,000		
	Recreation Leader	<del>\$30,000</del>	<del>\$45,000</del>		
		<del>\$40,000</del>	<del>\$50,000</del>		
	<b>Recreation Aide</b>	<del>\$30,000</del>	<del>\$45,000</del>		
	Registrar of Vital Statistics - Bilingual Eng/Sp	\$40,000	<del>\$68,000</del>		
			<del>\$69,000</del>		
	Reg. Env. Health Specialist - Public Health	<del>\$35,000</del>	\$52,000		
		<del>\$40,000</del>			
	<b>Road Repair Supervisor</b>	<del>\$63,600</del>	<del>\$81,100</del>		
	Sanitation Worker	<del>\$30,000</del>	\$66,000		
		<del>\$35,000</del>			
	Sanitation Inspector	<del>\$30,000</del>	<del>\$80,000</del>		
		<del>\$40,000</del>	<del>\$100,000</del>		
	Sanitation Supervisor	<del>\$62,500</del>	<del>\$80,000</del>		
		<del>\$63,600</del>	<del>\$81,100</del>		
	Senior Reg Environ Health Specialist	\$65,000	\$85,000		
	Senior Mechanic	\$40,000	\$87,000		
	Sewer Repairer Supervisor	<del>\$62,500</del>	<del>\$80,000</del>		
		<del>\$63,600</del>	<del>\$81,100</del>		
	Signal Systems Tech. II	<del>\$30,000</del>	<del>\$51,000</del>		
		<del>\$40,000</del>	<del>\$56,750</del>		
	<b>Signal Systems Tech. III</b>	<del>\$45,000</del>	<del>\$79,000</del>		
	Supervising Electrician	<del>\$62,500</del>	<del>\$88,000</del>		
		<del>\$63,600</del>	<del>\$92,000</del>		
	Supervising Maintenance Repairer	<del>\$62,500</del>	<del>\$90,000</del>		
		<del>\$63,600</del>	<del>\$101,000</del>		
	Supervisor of Garage Services	<del>\$62,925</del>	<del>\$80,425</del>		
		<del>\$63,600</del>	<del>\$88,000</del>		
	Supervisor Traffic Maintenance	<del>\$70,000</del>	<del>\$83,000</del>		
		<del>\$63,600</del>	<del>\$88,000</del>		
	Technical Asst. - To Construction Official	<del>\$30,000</del>	<del>\$50,000</del>		
		<del>\$45,000</del>	<del>\$65,000</del>		
	Traffic Maintenance Worker	<del>\$30,000</del>	<del>\$55,000</del>		
		<del>\$35,000</del>	<del>\$56,750</del>		
	Tree Maintenance Worker 1	<del>\$30,000</del>	<del>\$70,000</del>		
		<del>\$35,000</del>	<del>\$74,000</del>		
	Tree Maintenance Supervisor	<del>\$60,000</del>	<del>\$83,000</del>		
		<del>\$63,600</del>	<del>\$88,000</del>		
	Truck Driver	<del>\$35,000</del>	\$74,000		
		<del>\$40,000</del>			
	Violations Clerk	<del>\$35,000</del>	<del>\$65,000</del>		
		<del>\$40,000</del>	<del>\$66,000</del>		

<b>SECTION 2.</b>		The salary ranges per annum for the following <u>non-contractual</u> positions:					
				SALARY RANGE			
<b>TITLE</b>			<b>MIN.</b>	<b>MAX.</b>			
Administrative Clerk			\$40,000	\$85,000			
Asst Public Works Supt.			\$40,000	<del>\$115,000</del>			
				<del>\$122,000</del>			
Asst Tax Assessor			<del>\$62,000</del>	<del>\$73,000</del>			
			<del>\$65,000</del>	<del>\$80,000</del>			
Asst Tax Collector			<del>\$60,000</del>	<del>\$80,000</del>			
			<del>\$65,000</del>	<del>\$85,000</del>			
<b>Building Inspector</b>			<del>\$60,000</del>	<del>\$90,000</del>			
<b>Building Inspector (P/T) Hourly</b>			<del>\$35/hr</del>	<del>\$45/hr</del>			
Building Subcode Official			<del>\$45,000</del>	\$115,000			
			<del>\$65,000</del>				
<b>Clerk Stenographer 1 – Confidential</b>			<del>\$30,000</del>	<del>\$67,000</del>			
<b>Clerk Stenographer 2 – Confidential</b>			<del>\$60,000</del>	<del>\$90,000</del>			
Chief Financial Officer / Director of Finance			\$90,000	<del>\$220,000</del>			
				<del>\$226,000</del>			
City Engineer			\$130,000	\$150,000			
<b>Clerk 2 - Confidential</b>			<del>\$45,000</del>	<del>\$65,000</del>			
<b>Compliance Officer</b>			<del>\$50,000</del>	<del>\$100,000</del>			
Confidential Assistant			\$40,000	<del>\$104,000</del>			
				<del>\$90,000</del>			
Confidential Secretary			\$40,000	<del>\$70,000</del>			
				<del>\$90,000</del>			
Construction Official			\$80,000	<del>\$150,000</del>			
				<del>\$151,000</del>			
Council Member			\$15,400	\$15,400			
Cultural Arts Center Director			\$50,000	<del>\$87,000</del>			
				<del>\$88,000</del>			
Deputy Mayor			\$15,400	\$15,400			
Deputy Municipal Clerk			\$60,000	<del>\$85,000</del>			
				<del>\$90,000</del>			
Deputy City Manager			\$90,000	\$195,000			
Deputy Police Chief			\$122,000	\$150,000			
Director of Economic Development			\$70,000	<del>\$135,000</del>			
				<del>\$136,000</del>			
Director of Purchasing			<del>\$30,000</del>	\$85,000			
			<del>\$45,000</del>				
<b>Electrical Inspector</b>			<del>\$60,000</del>	<del>\$90,000</del>			
<b>Electrical Inspector (P/T)</b>			<del>\$35/hr</del>	<del>\$45/hr</del>			
Electrical Subcode Official			<del>\$36,000</del>	\$85,000			
			<del>\$65,000</del>				
Employee Benefits Clerk			\$45,000	\$85,000			
Executive Assistant			\$65,000	\$90,000			
Fire Chief			\$125,000	\$204,000			
Fire Prevention Specialist - Per Diem			\$30/hr	\$30/hr			

	Graduate Nurse - Public Health		<del>\$35,000</del>	<del>\$80,000</del>	
			<del>\$70,000</del>	<del>\$86,000</del>	
	Health Aide - (P/T) - Hourly		<del>\$12/hr</del>	\$18/hr	
			<del>\$16/hr</del>		
	Health Officer		\$80,000	<del>\$142,000</del>	
				<del>\$147,000</del>	
	Judge of Municipal Court (P/T)		\$40,000	<del>\$105,000</del>	
				<del>\$111,000</del>	
	Keyboarding Clerk 1 - P/T		\$15/hr.	\$19/hr.	
	Keyboarding Clerk 1 - Confidential		\$40,000	\$65,000	
	Keyboarding Clerk 1 - Confidential/Bilingual		\$40,000	\$65,000	
	Keyboarding Clerk 2 - Confidential		\$45,000	\$75,000	
	Keyboarding Clerk 2 - Confidential/Bilingual		\$45,000	\$72,000	
	Laborer 1 (P/T) - Hourly		<del>\$10/hr</del>	\$20/hr	
			<del>\$16/hr</del>		
	Mayor		\$18,000	\$18,000	
	Municipal Clerk		\$90,000	<del>\$152,000</del>	
				<del>\$155,000</del>	
	Municipal Court Administrator		\$80,000	\$105,000	
	Municipal Department Head		<del>\$50,000</del>	<del>\$100,000</del>	
			<del>\$60,000</del>	<del>\$125,000</del>	
	Municipal (City) Manager		<del>\$100,000</del>	<del>\$240,000</del>	
			<del>\$150,000</del>	<del>\$255,000</del>	
	Municipal Treasurer		<del>\$70,000</del>	<del>\$96,000</del>	
			<del>\$75,000</del>	<del>\$105,000</del>	
	Park Attendant - P/T		<del>\$13/hr</del>	\$20/hr	
			<del>\$16/hr</del>		
	Parking Utility Supervisor		\$70,000	\$78,000	
	<b>Payroll Clerk</b>		<del>\$60,000</del>	<del>\$85,000</del>	
	<b>Payroll Spvr/Pension Fund Spvr</b>		<del>\$70,000</del>	<del>\$109,000</del>	
	Personnel Director		\$80,000	<del>\$137,000</del>	
				<del>\$141,000</del>	
	Personnel Officer		\$65,000	<del>\$137,000</del>	
				<del>\$141,000</del>	
	<b>Plumbing Inspector (P/T) Hourly</b>		<del>\$35/hr</del>	<del>\$45/hr</del>	
	Plumbing Subcode Official		\$50,000	\$96,000	
	Police Chief		\$125,000	\$158,000	
	Police Director		\$180,000	<del>\$200,000</del>	
				<del>\$205,000</del>	
	Project Manager		\$70,000	<del>\$94,000</del>	
				<del>\$112,000</del>	
	<b>PST - Per Diem</b>		<del>\$30/hr</del>	<del>\$30/hr</del>	
	Public Health Nurse		\$70,000	<del>\$86,000</del>	
				<del>\$88,000</del>	
	Public Health Nurse P/T		\$25/hr	\$40/hr	
	Public Works Superintendent		\$80,000	<del>\$155,000</del>	
				<del>\$157,000</del>	
	Purchasing Agent		\$50,000	<del>\$105,000</del>	
				<del>\$107,000</del>	

Recreation Aide			<del>\$30,000</del>	\$45,000		
			<del>\$40,000</del>			
Recreation Aide (P/T) Hourly			<del>\$10/hr</del>	\$18/hr		
			<del>\$15/hr</del>			
Recreation Leader - (P/T) - Hourly			<del>\$10/hr</del>	\$25/hr		
			<del>\$15/hr</del>			
Recycling Coordinator (P/T)			\$7,500	\$11,000		
<del>Sanitation Inspector</del>			<del>\$30,000</del>	<del>\$76,000</del>		
<del>Secretarial Asst. Bilingual Eng/Sp</del>			<del>\$45,000</del>	<del>\$62,000</del>		
Special Police Officer - Hourly			\$30/hr	\$40/hr		
Student Assistant - Hourly			<del>\$12/hr</del>	\$20/hr		
			<del>\$15/hr</del>			
<del>Student Assistant</del>			<del>\$20,000</del>	<del>\$31,000</del>		
Summer Camp Counselors (hourly)			<del>\$13/hr.</del>	<del>\$13/hr.</del>		
			<del>\$15.25/hr</del>	<del>\$15.25/hr.</del>		
Summer Camp Head Counselors (hourly)			<del>\$14/hr.</del>	<del>\$14/hr.</del>		
			<del>\$16.25/hr</del>	<del>\$16.25/hr</del>		
<del>Summer Camp Senior Counselors (hourly)</del>			<del>\$15/hr.</del>	<del>\$15.25/hr.</del>		
Summer Food Pgm Admin (hourly)			\$20/hr.	\$20/hr.		
Superintendent of Recreation			<del>\$50,000</del>	<del>\$70,000</del>		
			<del>\$70,000</del>	<del>\$100,000</del>		
<del>Supervisor of Info Tech - Help Desk</del>			<del>\$60,000</del>	<del>\$105,000</del>		
Tax Assessor			<del>\$90,000</del>	<del>\$163,000</del>		
			<del>\$100,000</del>	<del>\$186,000</del>		
Tax Collector			<del>\$90,000</del>	<del>\$158,000</del>		
			<del>\$100,000</del>	<del>\$165,000</del>		
Technical Asst. - Management Info. Systems			\$50,000	<del>\$87,000</del>		
				<del>\$98,000</del>		
Zoning Officer			\$40,000	<del>\$85,000</del>		
				<del>\$87,000</del>		
<b>SECTION 3.</b>	In addition to the salary ranges indicated, each eligible employee will receive					
	longevity pay of one percent (1%) for each two (2) years of service, computed on the					
	amount of the base salary of the employee at the time he becomes eligible for such					
	longevity payment. In order to qualify for such longevity pay, the employee must have					
	earned each two (2) years service credit on or before January 4, March 31, June 30 or					
	September 30, in order to receive the added one percent (1%) longevity pay for the					
	ensuing quarters. Whenever an employee receives an increase or new position, the					
	employee will receive longevity increase on the new base at the same percentage as					
	heretofore received on the prior base salary. Additional compensation of any nature,					
	including overtime, will not be considered in computing longevity payments. Longevity					
	payments will be computed from the time the employee was last employed on a full time					
	basis by the City. Leaves of absence without pay with the exception of employees on					
	official leave of absence due to military duty will not be considered in determining the length					
	of service.					
	The above longevity formula is modified from 1% for each two (2) years of service to					
	2% for each four (4) years of service for all personnel hired subsequent to December 1, 1987,					
	as outlined in the Personnel Ordinance.					

