

**BOROUGH OF PALISADES PARK
BERGEN COUNTY, NEW JERSEY**

ORDINANCE #2025-24

**AN ORDINANCE ESTABLISHING BASE SALARIES FOR CERTAIN PERSONS EMPLOYED BY THE
BOROUGH OF PALISADES PARK, COUNTY OF BERGEN, STATE OF NEW JERSEY, FOR THE YEAR 2025**

WHEREAS, N.J.S. 40:48-1 and N.J.S. 40A-9-165 authorizes a Municipality to establish and fix salaries and wages or compensation to be paid to the employees of a Municipality; and

WHEREAS, the Mayor and Council have reviewed the salaries and compensation requirements for certain Borough employees for the year **2025** and have embodied the results of their review in this Ordinance;

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Council of the Borough of Palisades Park, County of Bergen, and the State of New Jersey as follows:

SECTION 1: The municipal positions listed below shall be compensated for their services in each position in a range as follows:

<u>TITLE OR POSITION (Full Time/Part Time)</u>	<u>BASE SALARY</u>
Mayor	\$ 13,000 to \$ 30,000
Council	\$ 9,000 to \$ 20,000
Council	\$ 9,000 to \$ 20,000
Council	\$ 9,000 to \$ 20,000
Council	\$ 9,000 to \$ 20,000
Council	\$ 9,000 to \$ 20,000
Council	\$ 9,000 to \$ 20,000
<u>Borough Clerk's Office</u>	
Borough Clerk	\$ 50,000 to \$ 150,000
Deputy Borough Clerk	\$ 25,000 to \$ 100,000
Deputy Clerk Assistant	\$ 35,000 to \$ 60,000
Department Secretary	\$ 40,000 to \$ 75,000
Bilingual Department Secretary	\$ 40,000 to \$ 75,000
Bilingual Receptionist 2	\$ 40,000 to \$ 55,000

Receptionist	\$ 35,000 to \$ 45,000
Department Secretary- PT	\$ 15.00 - \$ 25.00/hour
Election Officer	\$ 2,000 to \$ 10,000
Aide to the Mayor	\$ 5,000 to \$ 15,000
<u>Borough Administrator's Office</u>	
Borough Administrator	\$ 100,000 to \$ 200,000
Borough Administrator- PT	\$100.00 - \$200.00/hour
Deputy Borough Administrator	\$ 20,000 to \$ 115,000
Department Secretary	\$ 40,000 to \$ 60,000
Public Relations Coordinator	\$ 40,000 to \$ 60,000
Website Administrator & Graphic Designer	\$ 5,000 to \$ 20,000
Executive Director of the Municipal Industrial Committee	\$ 50,000 to \$ 130,000
<u>Finance Department</u>	
Chief Financial Officer	\$ 60,000 to \$ 145,000
Deputy CFO	\$ 15,000 to \$ 25,000
Qualified Purchasing Agent	\$ 33,000 to \$ 50,000
Clerk to Financial Officer	\$ 11,000 to \$ 33,000
Computer Supervisor/Bookkeeper	\$ 50,000 to \$ 90,000
Accounts Payable Clerk	\$ 45,000 to \$ 125,000
Tax/Finance Clerk	\$ 40,000 to \$ 75,000
Payroll Clerk	\$ 45,000 to \$ 75,000
Department Secretary	\$ 45,000 to \$ 75,000
Department Secretary- PT	\$ 15.50 - \$ 40.00/hour
<u>Tax Department</u>	
Tax Assessor	\$ 29,000 to \$ 40,000
Tax Collector	\$ 80,000 to \$ 140,000
Assistant Tax Collector	\$ 45,000 to \$ 85,000
Tax Search Officer	\$ 5,000 to \$ 10,000
Tax Clerk	\$ 40,000 to \$ 75,000
PT-Tax Clerk	\$ 15.00 - \$ 25.00/hour
Bilingual Receptionist	\$ 45,000 to \$ 55,000
<u>Department of Public Works</u>	
Director of Public Works	\$ 50,000 to \$ 130,000

Road Superintendent	\$ 70,000 to \$ 115,000
Deputy Superintendent	\$ 50,000 to \$ 80,000
Bilingual Receptionist	\$ 45,000 to \$ 60,000
Code Enforcement Official	\$ 49,000 to \$ 70,000
Waste Water Supervisor	\$ 4,500 to \$ 6,500
Sewer Inspector	\$ 2,500 to \$ 5,000
Secretary to Public Works	\$ 45,000 to \$ 75,000
Clean Communities Coordinator	\$ 2,000 to \$ 15,000
Clean Communities Coordinator Assistant(s)	\$ 2,000 to \$ 10,000
Recycling Coordinator	\$ 3,500 to \$ 12,500
Borough Custodian	\$ 10,000 to \$ 15,000
Borough Custodian 2	\$ 10,000 to \$ 15,000
Facilities Manager	\$ 40,000 to \$ 80,000
Part-Time Laborer	\$ 15.00 - \$ 25.00/hour
Seasonal Snow Laborer	\$20.00 - \$25.00/hour
Seasonal Snow CDL Operator	\$25.00 - \$30/hour
DPW Worker 1	\$ 40,000 to \$ 110,000
DPW Worker 2	\$ 40,000 to \$ 75,000
DPW Worker 3	\$ 40,000 to \$ 75,000
DPW Worker 4	\$ 40,000 to \$ 75,000
DPW Worker 5	\$ 40,000 to \$ 75,000
DPW Worker 6	\$ 40,000 to \$ 75,000
DPW Worker 7	\$ 40,000 to \$ 75,000
DPW Worker 8	\$ 40,000 to \$ 75,000
DPW Worker 9	\$ 40,000 to \$ 75,000
DPW Worker 10	\$ 40,000 to \$ 75,000
DPW Worker 11	\$ 40,000 to \$ 75,000
DPW Worker 12	\$ 39,000 to \$ 75,000
DPW Worker 13	\$ 39,000 to \$ 75,000
General Services	\$ 35,000 to \$ 55,000
<u>Court Office</u>	
Violation Clerk	\$ 44,000 to \$ 80,000

Deputy Court Administrator	\$ 44,000 to \$ 85,000
Municipal Court Administrator	\$ 70,000 to \$ 95,000
Municipal Judge	\$ 22,000 to \$ 44,000
Borough Prosecutor	\$ 16,000 to \$ 33,000
Assistant Prosecutor	\$ 279.42 per session
Public Defender	\$ 260.00 per session
Alternate Public Defender	\$ 260.00 per session
Interpreter	\$ 167.87 per session
Municipal Judge – DWI Session	\$ 750.00 per session
Municipal Prosecutor – DWI session	\$ 500.00 per session
Department Secretary	\$ 45,000 to \$ 75,000
<u>Police Department</u>	
Police Chief	\$200,000 to \$250,000
Police Director	\$ 50,000 to \$ 130,000
911 Coordinator	\$ 0 to \$ 10,000
Department Secretary	\$ 40,000 to \$ 75,000
Secretary to Police-PT	\$ 17.50 - \$ 25.00/hour
Police Records Clerk	\$ 40,000 to \$ 60,000
Police Records Clerk 2	\$ 35,000 to \$ 60,000
Special Officer 1	\$ 50,000 to \$ 80,000
Special Officer	\$ 35,000 to \$ 60,000
Special Officer	\$ 35,000 to \$ 60,000
Special Police Officers / Dispatchers	\$ 19.50 - \$ 25.00/hour
Dispatcher 1	\$ 30,000 to \$ 44,000
Communications Manager	\$ 8,500 to \$ 20,000
Emergency Services Manager	\$ 18.00 - \$ 30.00/hour
Traffic Superintendent	\$ 50,000 to \$ 130,000
Traffic Enforcement Officers	\$ 19.50 - \$ 20.50/hour
Traffic Enforcement Officer 1	\$ 30,000 to \$ 55,000
Traffic Enforcement Officer 2	\$ 30,000 to \$ 55,000
Traffic Enforcement Officer 3	\$ 30,000 to \$ 55,000
Traffic Enforcement Officer 4	\$ 30,000 to \$ 55,000

<u>Fire Department</u>	
Chief Fire Inspector	\$ 50,000 to \$ 130,000
Firefighter / Chief Emergency Management Officer	\$ 50,000 to \$ 130,000
Fire Official	\$ 24,000 to \$ 35,000
Fire Department Custodian	\$ 3,000 to \$ 7,000
<u>Building Department</u>	
Construction Code Official	\$ 85,000 to \$ 140,000
Zoning Official	\$ 2,200 to \$ 3,200
Building Inspector	\$ 75,000 to \$ 110,000
Building Dept. Secretary	\$ 45,000 to \$ 80,000
TACO Officer	\$ 2,200 to \$ 6,500
Flood Plain Manager	\$ 2,200 to \$ 6,500
Building Department Secretary	\$ 45,000 to \$ 75,000
Building Department Secretary/Affordable Housing	\$ 40,000 to \$ 75,000
Building Department Secretary	\$ 18.00 - \$ 35.00/hour
Building Department Intern	\$ 15.00 - \$ 25.00/hour
Local Housing Inspector	\$ 17,000 to \$ 25,000
Building Sub-Code Inspector	\$ 8,000 to \$ 16,000
Elevator Inspector	\$ 2,500 to \$ 5,000
Elevator Sub-Code Official	\$ 8,000 to \$ 16,000
Plumbing Inspector	\$ 14,000 to \$ 22,000
Plumbing Sub-Code Official	\$ 11,000 to \$ 20,000
Electrical Inspector/Sub-Code Official	\$ 11,000 to \$ 20,000
P/T Electrical Inspector/Sub-Code Official	\$ 25.00 - \$ 40.00/hour
Fire Protection Inspector/Sub-Code Official	\$ 11,000 to \$ 20,000
State Housing Inspector	\$ 11,000 to \$ 25,000
Building Inspector	\$ 2,200 to \$ 8,000
Planning Board Secretary	\$ 5,500 to \$ 8,000
Board of Adjustment Secretary	\$ 10,000 to \$ 16,000
<u>Environmental Commission</u>	
Environmental Secretary	\$ 1,500 to \$ 5,000
<u>Technology Department</u>	
Computer Services Consultant	\$ 22,000 to \$ 40,000

<u>Rent Control Board</u>	
Rent Leveling Secretary	\$ 3,500 to \$ 6,500
<u>Recreation Committee</u>	
Recreation Director	\$ 8,000 to \$ 20,000
Recreation Program Coordinator	\$ 3,500 to \$ 9,500
Recreation Assistant(s)	\$ 3,500 to \$ 7,000
Recreation Secretary	\$ 1,500 to \$ 7,000
<u>Pool</u>	
Swim Pool Manager	\$ 20,000 to \$ 50,000
Assistant Pool Manager(s)	\$ 20.00 - \$ 25.00/hour
Pool Secretary	\$ 14.53 - \$ 25.00/hour
Pool Checkers	\$ 14.53 - \$ 20.00/hour
Head Life Guard	\$ 14.53 - \$ 25.00/hour
Life Guard	\$ 14.53 - \$ 20.00/hour
Custodian(s) of Maintenance	\$ 14.53 - \$ 25.00/hour
<u>Senior Citizens</u>	
Senior Citizens Coordinator (each)	\$ 1,500 to \$ 3,000
Senior Housing Facility Manager	\$ 10,000 to \$ 15,000
Municipal Housing Liaison	\$ 1,000 to \$ 60,000
Senior Citizen Bus Driver	\$ 57,000 to \$ 85,000
<u>Health Department</u>	
Health Secretary	\$ 43,000 to \$ 70,000
Registered Environmental Health Specialist	\$ 44,000 to \$ 75,000
Cert. Mun. Alternate Deputy Registrar	\$ 2,000 to \$ 5,000
Health Nurse	\$ 55,000 to \$ 80,000
<u>Library</u>	
Library Director	\$ 50,000 to \$ 130,000
Adult Service Librarian	\$ 36,000 to \$ 65,000
Head Librarian	\$ 17,000 to \$ 90,000
Library Employee 2	\$ 17,000 to \$ 70,000
Library Employee 4	\$ 17,000 to \$ 70,000
Library Employee 5	\$ 17,000 to \$ 70,000
Library Employee 6	\$ 17,000 to \$ 65,000

Library Employee 7	\$ 17,000 to \$ 65,000
Library Employee 8	\$ 17,000 to \$ 65,000
Library Employee 9	\$ 17,000 to \$ 65,000
Administrative Assistant-Library	\$ 5,000 to \$ 15,000
Interim Library Director	\$ 60.00 - \$ 90.00/hour
Library P/T Employee	\$ 14.53 - \$ 35.00/hour
<u>Historian</u>	
Borough Historian(s)	\$ 3,000 to \$ 10,000
<u>Municipal Alliance</u>	
Municipal Alliance Coordinator	\$ 1,500 to \$ 2,500

SECTION 2: Employees not under contractual obligation and not considered as full-time workers shall be compensated at a rate not less than \$14.53 per hour and not more than \$100.00 per hour.

SECTION 3: All employees covered under Union Contracts between the PBA Local 45 and with Teamster Local 97 of New Jersey, shall be paid pursuant to the terms and conditions of the Contract.

SECTION 4: If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision and such holding shall not affect the validity of the remaining portion of this Ordinance.

SECTION 5: All Ordinances of the Borough of Palisades Park which are inconsistent with the provisions of this Ordinance are hereby repealed to the extent of such inconsistency.

SECTION 6: This Ordinance shall take effect immediately upon passage and publication as provided by law. The salaries shall commence as of January 1, 2025.

Approved:

Attest:

Chong Paul Kim, Mayor

Sophia Jang, Borough Clerk

First Reading: August 25, 2025

Second Reading: September 22, 202