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

**ORDINANCE #2026-30**

**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 2026**

**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 **2026** 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:

| **TITLE OR POSITION (Full Time/Part Time)** | **BASE SALARY** |
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| 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 |
| **Borough Clerk's Office** | |
| Borough Clerk | $ 50,000 to $ 150,000 |
| 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 | $ 15.92 - $ 25.00/hour |
| Election Officer | $ 2,000 to $ 10,000 |
| Aide to the Mayor | $ 5,000 to $ 15,000 |
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| **Borough Administrator's Office** | |
| Borough Administrator | $ 100,000 to $ 200,000 |

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| Executive Administrative Assistant - PT | $ 20.00 to $ 40.00/hour |
| Department Secretary | $ 40,000 to $ 60,000 |
| Public Relations Coordinator | $ 40,000 to $ 60,000 |
| Website Administrator & Graphic Designer | $ 5,000 to $ 25,000 |
| **Finance Department** | |
| Chief Financial Officer | $ 60,000 to $ 145,000 |
| Deputy CFO | $ 15,000 to $ 40,000 |
| Qualified Purchasing Agent | $ 33,000 to $ 50,000 |
| Clerk to Financial Officer | $ 11,000 to $ 45,000 |
| Payroll Clerk | $ 45,000 to $ 75,000 |
| Accounts Payable Clerk | $ 45,000 to $ 125,000 |
| Tax/Finance Clerk | $ 40,000 to $ 75,000 |
| Finance Clerk | $ 45,000 to $ 120,000 |
| Department Secretary | $ 45,000 to $ 75,000 |
| Department Secretary- PT | $ 15.92- $ 40.00/hour |
| **Tax Department** | |
| Tax Assessor | $ 29,000 to $ 45,000 |
| Tax Collector | $ 80,000 to $ 150,000 |
| Assistant Tax Collector | $ 45,000 to $ 110,000 |
| Tax Search Officer | $ 5,000 to $ 10,000 |
| Tax Clerk | $ 40,000 to $ 75,000 |
| PT-Tax Clerk | $ 15.92 - $ 30.00/hour |
| Bilingual Receptionist | $ 45,000 to $ 55,000 |
| **Department of Public Works** | |
| Superintendent of Public Works | $ 75,000 to $ 150,000 |
| Road Superintendent | $ 70,000 to $ 115,000 |
| PT-Superintendent of Public Works | $ 20.00 - $ 45.00/hour |
| Deputy Superintendent | $ 50,000 to $ 80,000 |
| Bilingual Receptionist | $ 45,000 to $ 60,000 |
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| Waste Water Supervisor | $ 4,500 to $ 6,500 |
| Sewer Inspector | $ 2,500 to $ 5,000 |
| Administrative Assistant to Public Works | $ 45,000 to $ 85,000 |
| Clean Communities Coordinator | $ 2,000 to $ 15,000 |
| Clean Communities Coordinator Assistant(s) | $ 2,000 to $ 10,000 |

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| Recycling Coordinator | $ 3,500 to $ 12,500 |
| Borough Custodian | $ 10,000 to $ 15,000 |
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| Part-Time Laborer | $ 15.92 - $ 25.00/hour |
| Seasonal Snow Laborer | $20.00 - $30.00/hour |
| Seasonal Snow CDL Operator | $25.00 - $35.00/hour |
| DPW Labor 1 | $ 40,000 to $ 85,000 |
| DPW Labor 2 | $ 70,000 to $ 125,000 |
| General Services | $ 35,000 to $ 55,000 |
| **Court Office** | |
| Violation Clerk | $ 44,000 to $ 85,000 |
| Deputy Court Administrator | $ 44,000 to $ 90,000 |
| 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 - $250.00 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 |
| **Police Department** | |
| Police Chief | $ 200,000 to $ 250,000 |
| Police Director | $ 50,000 to $ 80,000 |
| 911 Coordinator | $ 500.00 to $ 10,000 |
| Department Secretary | $ 40,000 to $ 75,000 |
| Secretary to Police-PT | $ 19.50 - $ 25.00/hour |
| Police Records Clerk-PT | $ 19.50 - $ 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 |
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| Special Police Officers / Dispatchers | $ 19.50 - $ 25.00/hour |
| 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 PT | $ 19.50 - $ 20.50/hour |
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| Traffic Enforcement Officer | $ 30,000 to $ 55,000 |
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| **Fire Department** | |
| 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 |
| **Building Department** | |
| Construction Code Official | $ 85,000 to $ 150,000 |
| Code Enforcement - PT | $ 25.00 - $39.00/hour |
| Zoning Official | $ 2,200 to $ 3,200 |
| Building Inspector | $ 75,000 to $ 115,000 |
| 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 | $ 15.92 - $ 35.00/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 Inspector/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 |

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| State Housing Inspector | $ 11,000 to $ 25,000 |
| Building Inspector | $ 2,200 to $ 8,000 |
| Planning Board Secretary | $ 5,500 to $ 10,000 |
| Board of Adjustment Secretary | $ 10,000 to $ 16,000 |
| ~~General Code Enforcement Officer~~ | ~~$ 30,000 to $ 70,000~~ |
| Code Enforcement Official | $ 30,000 to $ 75,000 |
| **Environmental Commission** | |
| Environmental Secretary | $ 1,500 to $ 5,000 |
| **Rent Control Board** | |
| Rent Leveling Secretary | $ 3,500 to $ 6,500 |
| **Recreation Committee** | |
| 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 |
| **Pool** | |
| Swim Pool Manager | $ 20,000 to $ 50,000 |
| Assistant Pool Manager(s) | $ 20.00 - $ 25.00/hour |
| Pool Secretary | $ 15.92 - $ 25.00/hour |
| Pool Checkers | $ 15.92 - $ 20.00/hour |
| Head Life Guard | $ 15.92 - $ 25.00/hour |
| Life Guard | $ 15.92 - $ 20.00/hour |
| Custodian(s) of Maintenance | $ 15.92 - $ 25.00/hour |
| **Senior Citizens** | |
| Senior Citizens Coordinator (each) | $ 1,500 to $ 3,500 |
| Senior Housing Facility Manager | $ 10,000 to $ 15,000 |
| Municipal Housing Liaison | $ 1,000 to $ 60,000 |
| Senior Citizen Bus Driver | $ 57,000 to $ 90,000 |
| Senior Citizen Bus Driver PT | $ 19.50 - $ 25.00/hour |
| **Health Department** | |
| Health Secretary | $ 43,000 to $ 75,000 |
| 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 |
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| **Historian** | |
| Borough Historian(s) | $ 3,000 to $ 10,000 |
| **Municipal Alliance** | |
| 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 $15.92 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, 2026.

CERTIFIED TO BE A TRUE COPY OF AN ORDINANCE INTRODUCED AT THE MAYOR AND COUNCIL MEETING ON SEPTEMBER 29, 2026

ATTEST:

*Laura Borchers RMC, CMR*
Interim Clerk